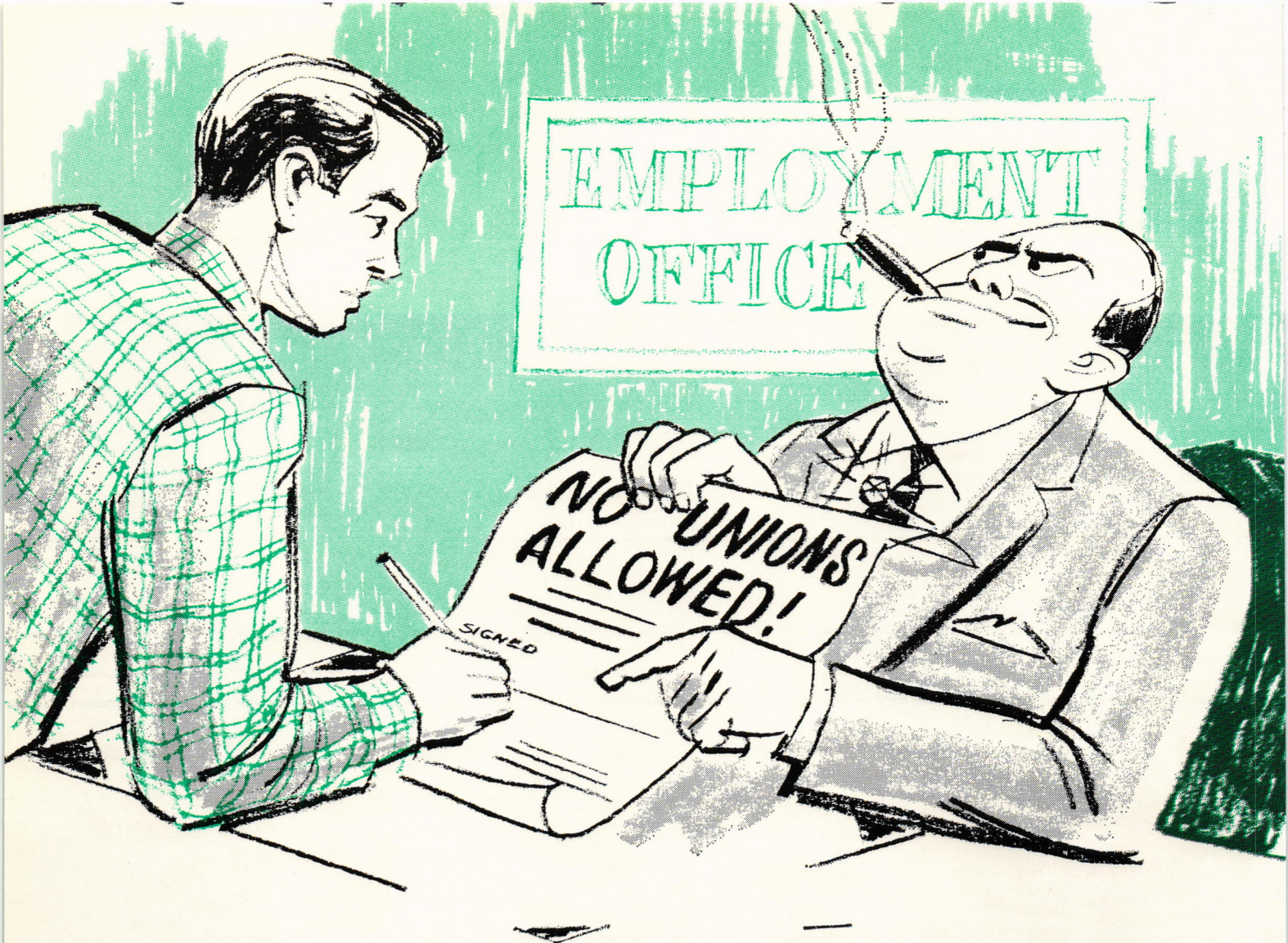


THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

DECEMBER, 1966



Merry Christmas and a Happy New Year



ONE of organized labor's nagging problems is that it sometimes must deal with employers who are 50 years behind the times.

Happily for both wage earners and the economy, the number of backward bosses is a fraction of the total. Yet, they pop up often enough to cause a wheel-spinning headache here and there. Without exception, they retard the progress of labor-management relations and threaten the public interest in so doing.

An example may be found in a National Labor Relations Board case reported elsewhere in this issue of *The International Teamster*.

The employer in this instance regressed to the infamous "yellow-dog" contract that was in vogue among union-busting bosses 50 years ago. The employer forced his workers—as a condition of returning to the job after a strike—to sign a paper revoking their designation of a Teamster local union as their bargaining agent.

The employer lost the subsequent NLRB decision because a yellow-dog contract today is no different than it was yesterday. It is still a form of discrimination in hiring, designed primarily to discourage membership in labor organizations.

A yellow-dog contract provides that before a job applicant will be hired, he must promise not to join any labor union, or renounce existing membership, if any, and refrain from union membership during his period of employment.

Such a contract clearly violates the National Labor Relations Act, the Norris-LaGuardia Act, and the Railway Labor Act which prohibit such an agreement.

At an earlier date in the history of labor-management relations, employers made wide use of yellow-dog contracts. There was even a time when the highest court in the land once held unconstitutional state statutes which prohibited such agreements. Reversing this stand later, however, the court declared that prohibition of yellow-dog contracts by the NLRA was not unconstitutional.

There is no doubt that for all practical purposes, practically the whole of the interstate industry of the nation is subject to the prohibition of yellow-dog contracts. Nevertheless, there are employers—such as the case cited in this issue—who by virtue of bad legal advice or simply through pig-headedness still attempt to foist this form of anti-union shackle upon workers.

The yellow-dog is a thing of the past. An enlightened national labor policy has made it so. When an employer, as in the Teamster case cited here, tries to force his employees to sign a paper revoking their designation of the union as bargaining agent, he is on mighty mushy ground.

Teamster representatives are continually on the alert for both the new and the old forms of anti-union activity by the boss—be it a yellow-dog contract, "yellowing" of a legitimate agreement, or similar moves—a fact for which more than 1,720,000 members are thankful every day.

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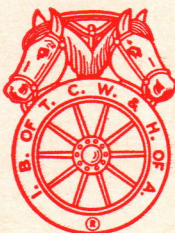
Volume No. 63, No. 12

December, 1966

National Freight Committees at Work	4
<i>Policy committee approves contract draft</i>	
Vending, Food Service Unions Meet	8
<i>Hoffa urges them to pool their strength</i>	
IBT Laundry Division Reactivated	10
<i>To meet threats of automation, concentration</i>	
Airline Division Gains Four Units	11
<i>World Airways employees in the fold</i>	
IBT, Longshoremen Prepare to Negotiate	12
<i>Seek renewal of expiring agreement</i>	
Bank Employees Go Teamster	15
<i>Bankers schedule anti-union seminar</i>	

A SPECIAL REPORT: On Page 17

**Election Results Show Need
For Organized Labor to Adopt
Bipartisan Legislative Role**



The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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From The

FIELD

Ontario Driver Saves Another in Wreck

Bernard Bahlman, a member of Teamster Local 91 in Kingston, Ontario, was credited with saving the life of another truck driver in an unusual road mishap recently.

Bahlman, an employee of Smith's Transport Ltd., was heading home over-the-road with an empty van just before dawn. He saw another tractor-trailer approaching him and both drivers dimmed their lights.

About that time, a horse wandered onto the highway in front of the rig approaching Bahlman. The driver swerved but hit the animal anyway, killing it, while the tractor separated from the trailer.

The tractor overturned, slid on its roof along the shoulder of the highway for several feet, and then slammed into a tree where it exploded in flames.

The trailer, meanwhile, continued along the road toward Bahlman's truck and overturned to spill its load of cedar logs across the highway. Bahlman braked and skidded into the logs.

As Bahlman came to a stop, he could see the blazing cab of the other tractor. He climbed out of his own cab, vaulted the logs and ran to the burning tractor where he pulled the injured driver, James Scott, from the flames. Scott's pants legs already were afire.

Moments later the entire cab was ablaze.

Scott suffered multiple cuts and first and second degree burns over 20 per cent of his body, but recovered thanks to Bahlman's quick action.

Local 85 Headquarters Damaged Badly in Fire

Fire of an undetermined origin caused an estimated \$300,000 to \$400,000 damage to the headquarters of Teamster Local 85 in San Francisco at the end of October.

The blaze, which sent smoke 1,000 feet into the air, was fought by 150 firemen and 26 pieces of equipment.

The 3-story structure located at 536 Bryant St., is considered the birthplace of the present Teamsters Union in Northern California. It was built in 1907 as the first Teamster office in the Bay Area.

New Hall Named For Local Officer

Teamster Local 542 opened its new meeting hall and office building for business recently and the members of the union voted at a general membership meeting to name the hall in honor of Cecil F. Nolley, who has been secretary-treasurer of the local union since 1958.

Speakers at the dedication noted Nolley's 30-year

career as a Teamster and emphasized his role in developing Local 542 to its present membership of about 3,000.

Local Union Sponsors Traffic Safety Program

Some 300 members of Teamster Local 682 attended a recent highway safety program sponsored by the local union and held in the meeting hall.

Gene Walla, president of Local 682 and a member of the St. Louis County highway safety committee, said the union sponsored the program because "it is important for people to be aware of the requirements of driving in today's traffic."

Local's First Organizer Dies in Minnesota

Sylvester J. Juetten, retired business representative and organizer of Teamster Local 319 in St. Paul, Minn., died early in November.

Juetten was well known for his union activities in the 1930's and organized Local 319 in 1937, serving that local union until his retirement.

Local Union Officer Dies of Heart Ailment

Howard L. Barker, secretary-treasurer of Teamster Local 578 in Los Angeles, died of a heart ailment recently. He was 57 years old.

Barker had served as a union officer for 20 years and was a trustee of Teamster Joint Council 42 in Los Angeles.

Vancouver Teamsters Help Build Center

Members of Teamster Local 213 in Vancouver, B.C., donated time and material recently to help build a Community Youth Education Center at Robson, B.C.

In just one day, six men and their vehicles excavated the basement for the building, removing some 400 yards of material.

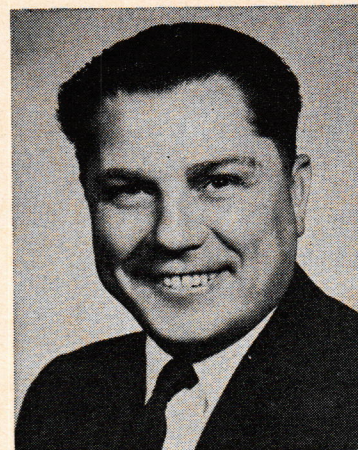
Western Organizer Dies of Cancer

Kenneth (Tiny) Hoshaw, an organizer for the Western Conference of Teamsters and a long-time member of the union, died recently of cancer.

At one time, Hoshaw was head of a Teamster local union in Bakersfield, Calif. He subsequently worked in the Colorado, Arizona, and Southern California areas.

In recent years, he concentrated mainly on packing sheds in the Arizona and California farm belts.

Message of the General President



Free Bargaining and Its Result

THE MONTH of November was a busy one for those involved in the National Master Freight Agreement. During that month, suggestions for improvements in the agreement from all local unions involved were compiled in the International Union's headquarters.

A drafting committee took these proposals, some 2,700 pages of them, and put them into one draft. A policy committee then reviewed the work of the drafting committee. Finally, representatives from all the local unions involved reviewed the proposal and gave their approval.

So the process of approaching negotiations for a renewal of the National Master Freight Agreement put together in Chicago, three years ago, is well underway.

As I look back over the experience of the last three years under that agreement, I am gratified. That agreement established a national minimum of well in excess of \$3 per hour. It established uniform language so that misunderstandings in interpreting the contract in day to day operations were reduced to a minimum. The gains in fringe benefits and their approach to uniformity have brought untold gains to the membership.

Under the free grievance procedure, we found that most grievances were for the first time being settled in the shop or terminal, and that is as it should be. In those cases where grievances were brought up through the established machinery, uniform language made it easier to settle those deadlocked disputes with fairness and justice to all involved.

When I hear those who would enact legislation which would curtail free collective bargaining, I wish only that they would take time to look to the trucking industry for an example of how free collective bargaining works well for the Teamster

members, for the Teamster employer, and for the general public.

Teamsters employed in trucking today are working for higher wages and for better fringe benefits than ever before. Their welfare is enhanced even further by the fact that the trucking industry today is a healthy industry and there is always work for the members.

The industry itself has never before enjoyed the stability it has experienced during the past three years under the National Master Freight Agreement. There have been very few work stoppages. Morale of trucking employees has been high, and because of this general atmosphere, co-operation between labor and management has led to a period of prosperity for both and for uninterrupted delivery of the nation's freight which is in the public interest.

These are the things which can be accomplished by free collective bargaining when it is left alone by outsiders. It does work and works well for labor, management and for the public.

It is against this background that we go into negotiations for a renewal of the National Master Freight Agreement, and we are optimistic because we know from experience that such an approach is good for all concerned.

James R. Hoffa

STATE OF THE UNION

Getting Ready

Freight Delegates Approve Proposal For New Master Freight Agreement

APPROVAL of a contract proposal to be presented to management in upcoming negotiations for a renewal of the National Master Freight Agreement between employers and the Teamsters was given late last month

by the Teamster policy committee and representatives of more than 350 local unions.

Preparations for the negotiations have been underway for several months, and were culminated by the

assemblage in Washington, D.C., of more than 600 union representatives who gave final approval to the proposal.

The National Master Freight Agreement, which expires March 31, 1967,

More than 600 representatives from local unions which are party to the National Master Freight Contract were in Washington, D. C., last month to vote on a proposal for presentation to management in upcoming talks. The repre-

sentatives went over proposed changes in the contract article by article, and voted their approval upon completion of the review of the work of the drafting committee.





Faced with 2,700 pages of proposed changes in the National Freight Agreement, the Teamsters drafting committee hammered out a proposed draft which was presented to the

policy committee for approval. President Hoffa chaired the drafting committee sessions.

was initially negotiated 3 years ago in Chicago, marking the first time a national agreement in trucking had ever been put together.

That contract covered approximately 400,000 Teamsters Union members employed in over-the-road trucking, local cartage, in the offices and in the garages.

Heading the massive chore of compiling a proposal from the suggestions of the more than 375 local unions involved was Teamster General President James R. Hoffa, who was chairman of the committee which negoti-

ated the historic first National Master Freight Agreement.

More than 2,700 pages of material were considered by the drafting and policy committees and boiled down into a more workable booklet reviewed by the assemblage of local union representatives. Each word of the proposed agreement was read and discussed.

The final proposal, as accepted unanimously by the delegates to the meeting, was then put together in yet another draft—taking into account all the additions, deletions, and correc-

tions suggested by the representatives during the course of the Washington meeting.

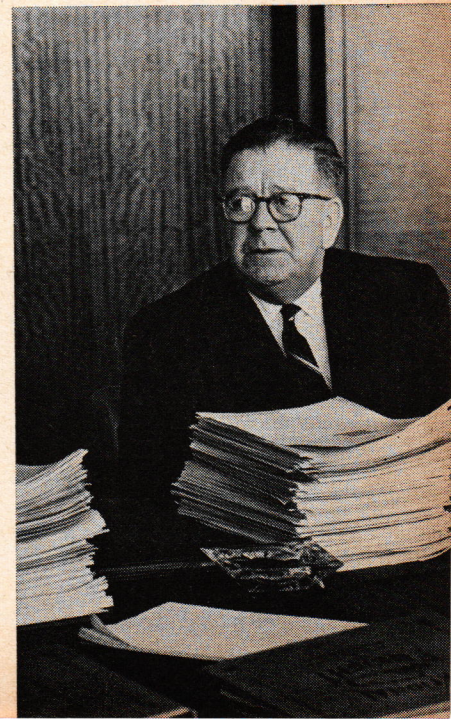
A committee headed by Hoffa will take the proposed renewal for the National Master Freight Agreement into bargaining sessions early next year with the employer's group known as Trucking Employers, Inc., organized to represent the companies.

Serving on the drafting committee with Hoffa to assimilate the contract suggestions were:

General Vice President Frank Fitzsimmons of Detroit, and Roy Williams, representing the Central Confer-

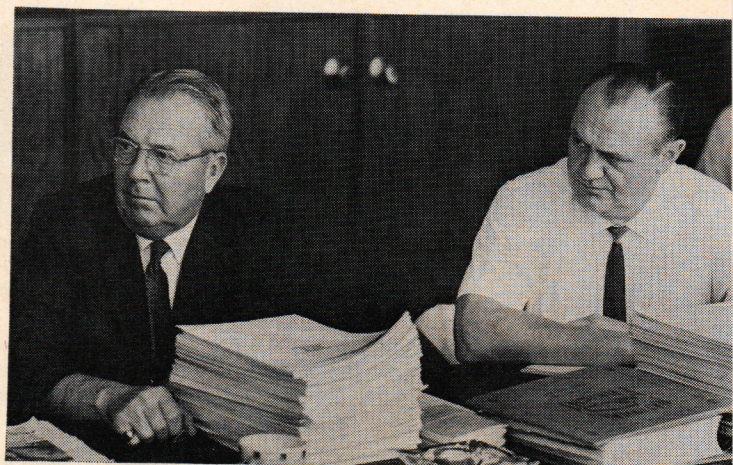


Days of preparation went into compiling a master list of changes submitted by local unions. President Hoffa is shown, photo left, explaining the worksheets. In photo below, members of the policy committee are shown reviewing the drafting committee's work. In photo, right, Teamster General Vice President Frank E. Fitzsimmons listens to a discussion before the drafting committee.





President Hoffa conducted sessions at Washington-Hilton Hotel where local unions reviewed the contract proposal. Worksheets of local union proposals were part of Hoffa's tools.



Present at drafting and policy committee sessions were, left to right General Vice President Frank E. Fitzsimmons, and Vice Presidents Thomas E. Flynn, Gordon Conklin, Robert Holmes, and George Mock shown in photo at top. In photo below, Vice President Einar O. Mohr and Western Conference Representative Verne Milton are shown during session of drafting committee.

ence of Teamsters; International Vice President Thomas E. Flynn, Robert Flynn, and James Boothroyd, representing the Eastern Conference of Teamsters; International Vice President Murray W. Miller, Joe Morgan, and Weldon Mathis, representing the Southern Conference of Teamsters; International Vice President Einar O. Mohn, Clyde Crosby, George King, and Verne Milton, representing the Western Conference of Teamsters.

The policy committee established for negotiations is composed of:

Eastern Conference of Teamsters Freight Committee

Thomas E. Flynn, director
Washington, D.C.
Walter Shea, ECT
Washington, D.C.
Norman Kegel, J.C. 40
Pittsburgh, Pa.
R. L. Young, J.C. 9
North & South Carolina
R. DePerno, J.C. 18
Upper New York State

Wm. McCarthy, Local 25
Boston, Mass.
McDonald Smith, Local 175
Charleston, W.Va.
Edward Nangle, Local 429
Reading, Pa.
Thomas Fagan, Local 249
Pittsburgh, Pa.
Sam Provenzano, Local 560
Union City, N.J.
Milton Liss, Local 478
Newark, N.J.
Dominick Calabrese, Local 641
Jersey City, N.J.
Fred Roberto, Local 191
Bridgeport, Conn.
Donald E. Wells, Local 449
Buffalo, N.Y.
Harry B. Graver, Local 771
Lancaster, Pa.
John P. Greeley, Local 676
Collinswood, N.J.
James Mills, Local 639
Washington, D.C.
Joseph M. Fabula, Local 557
Baltimore, Md.
Russell Brown, Local 322
Richmond, Va.

Archie Angabright, Local 171
Roanoke, Va.
D. S. Willard, Local 391
Greensboro, N.C.
Michael Hession, Local 107
Philadelphia, Pa.
H. P. Dillon, Jr., Local 505
Huntington, W.Va.

Central Conference of Teamsters Freight Committee

Frank E. Fitzsimmons, Local 299
Detroit, Mich.
Roy Williams, Local 41
Kansas City, Mo.
William Presser, J.C. 41
Cleveland, Ohio
Lawrence Steinberg, J.C. 44
Toledo, Ohio
Dale Mann, Local 413
Columbus, Ohio
Norman Murrin, J.C. 69
Indiana
John T. O'Brien, Local 710
Chicago, Ill.



Vice President Murray W. Miller, left, and Ted Merrill listen to proceedings of drafting committee, top photo. Bottom photo, shows Roy Williams, of the Central Conference, and Eastern Conference Director and Vice President Thomas E. Flynn in a session of the drafting committee.

Robert Flynn and Walter Shea, of the Eastern Conference were in attendance at drafting committee sessions, top photo. Below, Weldon Mathis, of the Southern Conference, and General Organizer George King, of the Western Conference, at drafting committee sessions.

Elvin Hughes, J.C. 65
Springfield, Ill.

Frank Ranney, Local 200
Milwaukee, Wis.

Gordon Conklin, Local 120
St. Paul, Minn.

Fred Snyder, Local 544
Minneapolis, Minn.

Ted St. Peter, Local 116
Fargo, N.D.

Charles Kirschbaum, Local 147
Des Moines, Iowa

Sam Smith, Local 795
Wichita, Kan.

Albert Parker, Local 554
Omaha, Neb.

Robert Capps, Local 600
St. Louis, Mo.

Paul Priddy, Local 89
Louisville, Ky.

Lou Peick, Local 705
Chicago, Ill.

Francis J. Murtha, General Organizer
Chicago, Ill.

Southern Conference of Teamsters Freight Committee

M. W. Miller, director
Dallas, Tex.

Weldon L. Mathis, SCT
Atlanta, Ga.

J. W. Morgan, General Organizer
Miami, Fla.

M. R. Dixon, General Organizer
Dallas, Tex.

Frank Booher, Local 886
Oklahoma City, Okla.

W. L. Piland, Local 745
Dallas, Tex.

Odell Smith, Local 878
Little Rock, Ark.

C. H. Augustine, Local 667
Memphis, Tenn.

Sam Webb, Local 612
Birmingham, Ala.

R. C. Cook, Local 728
Atlanta, Ga.

Paul Parker, Local 512
Jacksonville, Fla.

Charles Winters, Local 270
New Orleans, La.

W. C. Smith, Local 891
Jackson, Miss.

Western Conference of Teamsters Freight Committee

George King, Local 468
Oakland, Calif.

Ted Merrill, Local 692
Long Beach, Calif.

Gene Shepherd, Local 180
Los Angeles, Calif.

Floyd Mendenhall, Local 81
Portland, Ore.

Harry Bath, Local 961
Denver, Colo.

George Cavano, Local 174
Seattle, Wash.

Fred Hofmann, Local 287
San Jose, Calif.

Gerald Shearin, Local 137
Marysville, Calif.

B. M. Waggoner, Local 104
Phoenix, Ariz.

Clyde Yandell, Local 224
Los Angeles, Calif.

Edwin Blackmarr, Local 208
Los Angeles, Calif.

In Chicago

Vending, Food Service Affiliates Urged by Hoffa to Pool Strength

TEAMSTER affiliates with members engaged in driving or performing other work connected with vending and food service operations were urged recently by General President James R. Hoffa to increase their efforts to organize the unorganized and to seek common expiration dates on contracts with major vending companies.

Speaking in Chicago to a meeting of more than 100 representatives from local unions affiliated with the Teamsters' National Miscellaneous Trades Division, Hoffa emphasized that unions with members in vending must pool their strength to cope with the corporate giants which are beginning to develop in the industry through absorption of smaller companies.

William Griffin, director of the National Miscellaneous Trades Division and chairman of the meeting, illustrated the astounding activity of the vending industry by noting that its gross volume of business amounted to \$7 billion last year.

Griffin said that 20 years ago—when World War II, which spawned the vending machine, came to a close—there were only two vending companies listed on the stock exchanges.

General President Hoffa emphasized the need for local unions in vending to pool their strength to cope with corporate giants. At the head table with Hoffa is Ray Schoessling, president of Teamster Joint Council 25 in Chicago. He also spoke.



William Griffin, director of the National Miscellaneous Trades Division, chaired the Chicago meeting. He told the delegates that vending industry gross volume last year was \$7 billion.

Now, he said, there are 30 such listings. He added, "This is big business and it is getting bigger."

Hoffa traced the growth of the industry from the time when it was a sandwich-peddling job for moonlighters. Now, with the aid of ma-

chines, it has become one of the largest volume businesses in the country.

The industry has become so lucrative, said Hoffa, that today corporate structures are starting to absorb the vending operations—all the way from manufacture of the machines to distribution and servicing the installations.

Tied in with vending are the major companies who lend money to vendors and in a very real sense determine the direction in which the food industry expands. For example, as canteen operations expand, cafeterias nearby go out of business because they can't compete with coin-operated machines.

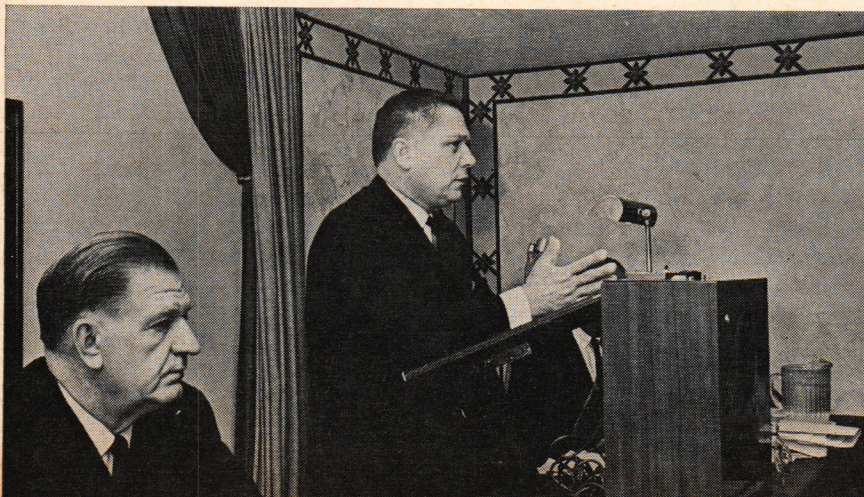
Checkout Out

The impact of coin machines is hitting the supermarket business, too. Hoffa said experimental markets in Detroit and Los Angeles now have eliminated check-out stands—a situation which drastically affects drivers and warehousemen as well as driver-salesmen.

"We cannot wait until this has taken place across the country and then organize," Hoffa declared. He said that because of the trends "we must organize the vending machine companies everywhere"—not just in the major cities. And to overcome the peril of secondary boycott laws, common expiration dates on agreements are necessary.

Hoffa said the chain food stores, manufacturing, and vendors are tied together under the banner of national concerns. He told the delegates, "You will be dealing with managers, not owners, more and more."

Also addressing the meeting was International Vice President Robert Holmes, president of Teamster Local 337 in Detroit. He pointed out that





More than 100 representatives from local unions in the National Miscellaneous Trades Division attended the Chicago meeting on vending and food service operations. They were urged to organize the unorganized and seek common expiration dates on contracts.

vending is a monster that has eaten up a lot of retail delivery drivers, and that the "vending industry cannot stop—it has to go forward."

Using Detroit as an illustration, he said there once were 30 or 40 small specialty companies vending in that city. One had candy, another cigarettes, and so on. Now there are only 4 big firms. An unhappy result, Holmes said, was that "the vendor has become the substitute for the driver-salesman."

Ray Schoessling, president of Teamster Joint Council 25 in Chicago, discussed the unbelievably fast way in which the coin machine vending industry is changing. He said, "Every change affects all of us" as new machines antique the latest models of

only a few months before.

Schoessling also discussed the changing methods in which coin machine operators do business. In Chicago, he said, there is "the most glamorous self-service laundry and dry cleaning establishment you ever saw"—complete with a fireplace, flowers, singing birds, television and radio, and pretty hostesses.

Other speakers included Fleming Campbell, director of the Eastern Conference of Teamsters Miscellaneous Division; John Bowers, director of the Western Conference of Teamsters Miscellaneous Division, and Howard Haynes, secretary-treasurer of the Mid-West East Coast Dairy Conference.

Members Okay Mail Order Extension

A majority of the 20,000 Teamsters Union members employed at Montgomery Ward & Co., installations across the country have voted to extend for one year the contract that was scheduled to expire Aug. 1, 1967.

The company asked for a 12-month extension with modifications that will provide an immediate 5 to 24½-cent an hour wage hike. An additional 10-cent increase will become effective next August.

Some 25 other contractual changes were included in the extension agreement, most of which provide for increased fringe benefits.

Donald Peters, president of Teamster Local 743 in Chicago, Ill., is chairman of the Teamsters Montgomery Ward Council. General President James R. Hoffa is coordinator.

● Pie Drivers

Some 35 driver-salesmen employed by the Freund and Shenandoah pie companies in St. Louis, Mo., ratified a new contract giving them a total weekly salary increase of \$22 over a 3-year period, according to Howard Logan, secretary-treasurer of Teamster Local 611.

The agreement includes increased employer contributions to the health and welfare plan of \$1 in the second year and 50 cents in the third year, bringing the total to \$5.



VP Robert Holmes of Detroit told the delegates that one unhappy result of growth in the vending industry is that "the vendor has become the substitute for the driver-salesman."

Record High Membership Reached

Membership in the International Brotherhood of Teamsters soared to an all time record high during the month of November, 1966, when Local Unions paid per capita tax on 1,778,090 members.

Announcement of the new membership high was made jointly in Washington, D. C. by Teamster General President James R. Hoffa and Teamster General Secretary-Treasurer John F. English.

Hoffa immediately paid tribute to Teamster organizers in the field for their work in helping to achieve the milestone Trade Union membership.

Stewardesses Vote for Teamsters

Stewardesses employed by Taca International Airlines voted unanimously for representation by Teamster Local 270 of New Orleans, La., in a recent National Mediation Board election.

Nineteen stewardesses were eligible to vote and 15 of them cast ballots in favor of Local 270. There were no votes for the Taca Stewardesses' Association.

Charles D. Winters, president of Local 270, said the local union is now conducting a campaign to organize Taca's pilots, ground crew, and office force.

After 7 Years

Laundry Drivers Division Reactivated To Meet Changing Trends in Industry

AFTER a lapse of 7 years, the National Laundry and Dry Cleaning Division of the International Brotherhood of Teamsters was reactivated recently so that local unions with drivers in the industry could cope with the changing trends brought about by automation and corporate concentration.

Nearly 100 representatives of local unions having laundry and dry cleaning drivers met in Chicago where they revived the trade division that was dissolved in 1959 and moved into the Miscellaneous Trades Division until it could be reestablished on a functioning basis.

Automation

William Griffin, director of the National Miscellaneous Trades Division and chairman of the meeting, noted that the onslaught of automation is posing an increased number of problems in the linen industry and necessitated a trade division to meet the challenges.

International Vice President Harold J. Gibbons, representing General President James R. Hoffa who was unable to attend the meeting, discussed the concentration of the

laundry and dry cleaning industry through merger. He said mergers are forcing organized labor to go to area-wide and national agreements with the biggest companies. He added that an active trade division will help to coordinate efforts in collective bargaining and related areas.

Following unanimous approval of the reestablishment of the National Laundry and Dry Cleaning Division by the delegates, Gibbons announced Hoffa's appointments of officers for the division in accordance with IBT constitutional provisions.

Named chairman was Arthur King, vice president of Teamster Local 285 in Detroit. Clarence Jochum, secretary-treasurer of Teamster Local 712 in Chicago, was named vice chairman, and Joseph Caramagno, secretary-treasurer of Teamster Local 928 in Los Angeles, Calif., was named to the same office for the division.

Chairman King, who had stressed the need for common expiration dates in laundry and dry cleaning driver contracts in an earlier talk, called upon all local unions to forward copies of their contracts covering such drivers.

VP Harold Gibbons, on behalf of General President Hoffa, is shown handing the gavel to Arthur King of Local 285 in Detroit, newly-appointed chairman of the reactivated National Laundry and Dry Cleaning Division. Looking on are Clarence Jochum of Local 712 in Chicago, appointed vice chairman, and Joseph Caramagno, Los Angeles, (right), named secretary-treasurer of the division.



Hero



John A. Kenny, a member of Teamster Local 832 in New York City, recently was awarded an army commendation medal for heroism in Vietnam. Kenny isn't the only Teamster in his family. Also belonging to Local 832 are his parents, a sister, and a brother-in-law.

1st National Pact Signed in Linen Industry

Negotiations on a company-wide agreement with National Linen Co., providing hefty wage gains for members over a 3-year period, were completed recently by a Teamsters Union bargaining committee.

Charles D. Winters, president of Teamster Local 270 in New Orleans and chairman of the negotiating committee, said the agreement allowed for a reduction in hours and guaranteed wage hikes of \$6 effective last Oct. 1, and \$5 on both Oct. 1, 1967, and Oct. 1, 1968.

Winters said the contract, on its second anniversary, will allow a weekly guarantee of \$135 plus other benefits. Also gained was an increase in the meal allowance, and improved vacation language adding a third week after 12 years on the job.

The agreement covers 26 plants at which 1,100 drivers and mechanics work as members of 14 different Teamster local unions scattered throughout North and South Carolina, Virginia, Florida, Georgia, Alabama, Louisiana, and Tennessee.

Joining Winters on the negotiating committee were John Hartigan, director of the Eastern Conference of Teamsters Linen Division, and R. Loy Young, president of Teamster Joint Council 9 headquartered in Charlotte, N.C.

In the Sky**Airline Division Gains 4 Units By Election Wins, Recognition**

FOUR more collective bargaining units have been gained by the International Brotherhood of Teamsters Airline Division in recent weeks as a result of recognition and victories in elections conducted by the National Mediation Board.

Henry Breen, director of the Airline Division, said the largest gain was at World Airways, Inc., in Oakland, Calif., where recognition was received for the pilots, flight engineers, flight navigators, and flight attendants and mechanics employed by that company.

Presently, the World Airways employees total 650. However, the new World Air Center is being opened the end of this year for the purpose of major airline overhauls and the mechanic ranks will swell to around 1,200 to meet the work needs.

The World Air Center will be subsidized by the federal government to provide a training school for airline mechanics.

Breen said that with the addition of 2 more jets, bringing World Air-

ways fleet of 707-s to 9—and with the addition of 13 more 727-s, the Teamster membership on World Airways by the spring of next year will total around 2,200.

A great majority of clerical, office, fleet, and passenger service employees at San Francisco-Oakland Helicopter Airlines based in Oakland voted for Teamster representation in an NMB election.

Breen said 85 workers were eligible to ballot. Of 47 voting, 43 picked the Teamsters, 1 balloted for the Transport Workers Union, and 1 chose the Air Line Pilots Assn. Two ballots were voided.

At Trans International Airlines also headquartered in Oakland, again a vast majority of the 56 pilots eligible to vote went Teamster. The ballot count was 40 for the Teamsters, 1 for the Air Line Pilots Assn., and 1 vote was voided.

In voting at Modern Air Transport, Inc., in Miami, Fla., of 29 flight attendants eligible to cast ballots, 22 picked the Teamsters and only 2 went for the Air Line Pilots Assn. Thirteen flight engineers at the same company unanimously voted Teamster.

Housing Firemen Go IBT

Teamster Local 237 won its sixth representation election in 5 months recently with a 299 to 187 victory over the American Federation of State, County, and Municipal Employees AFL-CIO in a ballot for firemen in the New York City Housing Authority.

In recent months, the Teamster local union, composed of city employees, had won elections by large majorities over AFSCME in 3 city cleaner and 2 city laborer ballots.

Construction

Teamster Local 317 in Syracuse, N.Y., has been busy in a successful organizing drive among new construction companies.

Anthony Cimilluca, business agent for Local 317, said organizing wins have been scored at black top and paving companies along with cement block plants. Among the new companies brought under contract were Barnes & Co, Inc., Tony Nuzzo & Son, Harry Osborne & Son, and Paragon Supply.

Cimilluca said contracts were negotiated with the block companies at rates increasing wages 50 to 75 cents an hour, and including health and welfare, paid holidays and vacations.

Pickets Win Promise on Local Beer

Members of Teamster Locals 3 and 46 reacted strongly when New York City Parks Commissioner Walter Hoving arranged for the sale and promotion of an imported beer in the city's first traditional German *Oktoberfest*, a huge 'beer and sausages' party, in Bryant Park.

The Teamsters, production and deliverymen in New York's brewing industry, picketed the festival after failing to get any consideration at the parks commission. Their signs asked why imported beer was being promoted when 1,000 local brewery workers were out of a job because of automation and other technological changes?

The pickets won their point. They got a promise from the parks commissioner that an effort would be made next year to feature locally-produced beer at the second annual *Oktoberfest*.

Retiree Feted

Taking part in a retirement dinner for William Lippman (center), a member of Teamster Local 261 in New Castle, Pa., recently were Robert F. Fraley, secretary-treasurer of Local 261, and Dick Evans, steward at Norwalk Truck Lines where Lippman put in 19 years on the job. Brother Teamsters gave the retiree a wristwatch.

On West Coast

Teamsters and ILWU Prepare For Warehouse Negotiations

A unified front for coming negotiations was formalized by top officials of the Northern California Teamsters and the International Longshoremen's and Warehousemen's Union in a recent meeting.

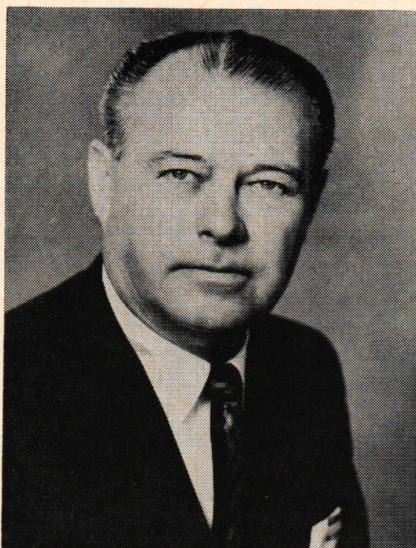
They agreed unanimously to continue the past joint relationship of the two unions in contract talks for some 25,000 members working in commercial and distribution warehouses between Bakersfield, Calif., and the Oregon border.

The current 3-year agreement, negotiated by the Teamsters and the ILWU, is scheduled to expire next June 1.

At the recent joint meeting, the area-wide section of the International Brotherhood of Teamsters Constitution was adopted as the working standard for what is known as the Northern California Joint Warehouse Council of Teamsters and the ILWU.

Teamster International Vice President George E. Mock and ILWU Secretary-Treasurer Louis Goldblatt keynoted the meeting by emphasizing the importance of unity in future bargaining.

Negotiations will be conducted, they said, with the full understanding that all locals of both Internationals



International VP George Mock chaired the recent meeting of Northern California Teamsters and International Longshoremen's and Warehousemen's Union representatives as preparations were made for joint negotiations in West Coast warehouse contract talks coming up soon.

will abide by a majority vote on contract terms negotiated by the representative committee.

All local unions will be represented

by an overall committee consisting of delegates from each local who will, in turn, elect a smaller negotiating committee.

Mock and Goldblatt jointly appointed a committee to determine the final details of the joint organization which will be subject to the approval of the overall committee. Teamsters named were Mark O'Reilly, secretary-treasurer of Local 860 in San Francisco; Dick Simon, secretary-treasurer of Local 315 in Martinez, Calif.; Frank Farro, secretary-treasurer of Local 853 in Oakland, Calif.; Joe Dillon, secretary-treasurer of Local 655 in Redwood City, Calif.; Doc Summers, business representative of Local 150 in Sacramento, Calif.; and Bill Williams, director of the Western Conference of Teamsters Warehouse Division.

Both Mock and Goldblatt stressed the gains made in the past as a result of the IBT-ILWU joint negotiations. It was generally agreed by all that to further strengthen the contract and insure continued success, it was necessary to tighten the alliance and work even more closely together than in the past.

The current preparations for negotiations due to start after the turn of the year have a sound foundation.

It was in June, 1961, that the Teamsters and ILWU won a major victory after a 3-day joint strike. The settlement was hailed as outstanding progress toward warehouse stabilization.

Three years later, in June, 1964, after the 25,000 warehouse members of both unions had authorized their joint negotiating committees to hit the bricks if need be, unity at the bargaining table won a substantial wage hike, plus numerous fringe benefits, a dental plan, group health and welfare coverage, vacations, and many other improvements.

Hospital Employees



Newly-organized by Teamster Local 45 of Great Falls, Mont., is this group of Cascade County Hospital nurses aides, kitchen and laundry workers, and Green Ladies. Seated on the floor are Local 45 officers including (left to right): Joseph Lashway and Clarence Frank, trustees; Richard Ferderer, vice president; Adam Byers, president; Lloyd J. McCormick, secretary-treasurer, and Ben Hilley, attorney.

Firm Foiled In Try to Buy Its Workers

Despite the 25-to-70 cent hourly wage boosts that management gave in a desperate attempt to forestall unionization, employees of Packers Cold Storage Co., in Orange County, Calif., voted 17 to 12 for representation by Teamster Local 952 of which Lee Kearney is the secretary-treasurer.

Answer to Armour

Local Joins With 7 Unions To Form Coordinating Committee

To meet the growing diversification program of Armour & Co., the Teamsters Union recently joined with 7 other International Unions to coordinate their collective bargaining efforts with the company.

Armour, originally in the meatpacking and food business, has diversified its operations to such a degree that currently only approximately one-third of its total assets are in the food divisions.

Taking part in the coordinating meeting sponsored by the Industrial Union Department AFL-CIO were: The International Brotherhood of Teamsters, represented by Wayne Horman, assistant research director; Craig W. Horton, secretary-treasurer of Teamster Local 876 in Salisbury, Md., and representatives from the Packinghouse Workers, Meat Cutters, Steelworkers, Auto Workers, Machinists, Chemical Workers, and the Oil, Chemical & Atomic Workers.

Coordination

The unions, whose contracts expire in 1967, have pledged to group their activities in an effort to maximize the settlements with the company. The coordination will cut across International lines and will also include all Armour divisions. A steering com-

mittee of the coordinating unions is scheduled to meet in Chicago in mid-December.

In recent years, Armour has expanded its chemical, fertilizer and pharmaceutical lines. Today, this segment of the business accounts for approximately one-half of its total assets.

In July, 1965, Armour purchased the Baldwin-Lima-Hamilton Co., a large producer of industrial equipment. The Baldwin-Lima-Hamilton assets account for about 20 per cent of Armour's total assets.

With this great diversification, the unions agreed they will have to work together to successfully negotiate major improvements in their contracts—this being the only answer to Armour's coordination of its divisions.

Initial Contact

Majority Ratifies Agreement At Hershey Plant in Modesto

More than 400 new Teamsters Union members employed at the Hershey Chocolate Corp. plant in Modesto, Calif., ratified by a 5-to-1 margin recently an initial agreement

negotiated for them.

Wendel J. Kiser, secretary-treasurer of Teamster Local 386 in Modesto, complimented the Hershey negotiating committee of workers, noting that they did the "impossible" in getting the contract which raised wages substantially, improved working conditions, and scored other gains.

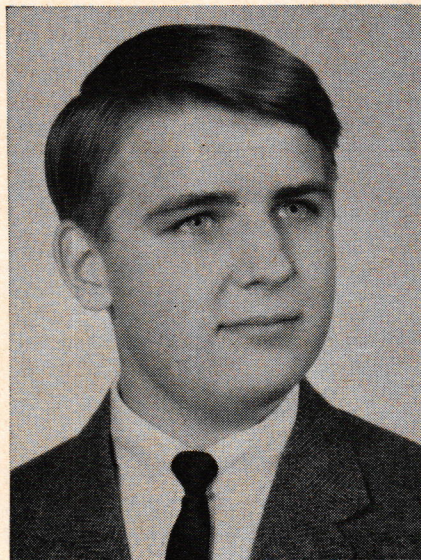
The agreement, said Kiser, was reached in the face of strong management resistance. Bargaining began last May and a score of meetings was held with management by September. The Hershey workers forced the settlement by threatening to strike.

Retroactive Hikes

Final terms of the contract made wage increases retroactive to last Sept. 1 and guaranteed another increase effective next April 1. Also included in the agreement were health and welfare provisions, a dental plan, seniority and bidding provisions, and working condition protections.

Kiser said the contract was the result of 23 months of hard work—organizing that started when 4 em-

Scholar



Carl Mandzy, son of Marvin Mandzy of Teamster Local 815 in Fair Lawn, N.J., was named the winner of the local union's \$1,000 college scholarship which is awarded annually to members' offspring on a competitive basis. The Mandzys live in Matamoras, Pa.



Taking part in an 8-union coordinating meeting recently to deal with Armour & Co., were Wayne Horman (second from left, standing in the back row), assistant research director for the International Brotherhood of Teamsters, and Craig W. Horton, secretary-treasurer of Teamster Local 876 in Salisbury, Md., (second from right, with glasses, standing in back row).

ployees at the Modesto plant asked about union representation—and tireless negotiating.

Serving with Kiser on the negotiating committee were Freddy Beck,

Terry Garcia, Janet Machado, Johnny Souza, and for a time, Joe Cruz.

Assisting at the final negotiating session was George Sebestyen, president of the Western Dairy Council.

Amendment Helps

New Members at Brooklyn Company Appreciate Gains in 1st Contract

Three hundred new members of Teamster Local 810 employed at the Freed Transformer Co., in Brooklyn, N.Y., were highly vocal recently in their appreciation to General President James R. Hoffa for the successful conclusion to an organizing drive, speedy ending of a strike, and a big pay hike in their first contract.

The shop enthusiastically signed with Local 810 in a whirlwind organizational drive, but the company dragged its heels at contract negotiation time. The new members voted overwhelmingly to walk out on their jobs.

It was a Hoffa-sponsored amendment to the International Constitution at the last Teamsters convention in July that saw the Freed strikers through their time of trouble. The amendment permits payment of strike benefits to newly-organized workers even though they are not yet technically members of the Teamsters Union.

Milton Silverman, president of Local 810, said the generous aid of

the International General Executive Board in providing out-of-work benefits to the Freed strikers helped win the walkout and figuratively escorted 300 new members into the IBT.

The contract at Freed provides for a 35-cent across-the-board increase during the life of the 3-year agreement. In addition, many of the workers will get 15 cents more to correct inequities in job classifications.

Also negotiated were full health and welfare coverage, pensions, severance and removal pay, 5-day sick leave, rest periods, and other basic clauses in Teamster agreements.

• Safety Clause

Grocery driver members of Teamster Local 70 in Oakland, Calif., are now working under a contract clause that puts them in line for some sort of safety award.

The clause provides that no driver shall be discharged, suspended or otherwise disciplined for refusing to violate traffic laws, overloading regu-

lations, or any other sections of the State Vehicle Code.

Al Leishman, secretary-treasurer of Local 70, said the agreement with 7 chain markets, provides a wage gain in each of the 3 years, added to the holiday clause, and also guarantees 12 days' sick leave annually, accumulative to 30 days.

Medical Benefits

The agreement also provides for membership vision care, drug prescription coverage, arbitration, classification increase and other fringe benefits.

There is also a clause making the employer pay the cost of any physical examination required by the company or state.

• Housing Pact

Members of Teamster Local 808 employed as maintenance men at the Parkchester Housing Development in the Bronx, New York City, recently ratified their first contract by a vote of 140 to 16.

John Mahoney, secretary-treasurer of Local 808, said the agreement makes the Parkchester employees "the best paid maintenance men under contract in New York."

Besides wage increases, the new members won 12 holidays, unlimited sick pay after 10 years and three-quarters sick pay up to 10 years.

The contract also included provisions for a union hiring hall, a new grievance procedure, and dues check-off.

Local 734 Improves Benefit

Harold J. O'Brien, president of Teamster Local 734 in Chicago, Ill., reports that as of last Oct. 1, drivers and inside workers who are members of the bakery local union had their health and welfare program improved substantially.

He said surgical coverage was increased 40 per cent, while hospital care benefits were extended from 31 to 70 days and out-patient care added for all members and their dependents.

Local 734 also won \$10,000 in back pay for members employed at the Silvercup Bakeries. The sum was for overtime earned by commission sales drivers under the time clock provision negotiated in their last contract.



Some of the 300 newly-organized workers at Freed Transformer Co., of Brooklyn, N.Y., express their thanks as members of Teamster Local 810 to General President Hoffa for help in winning a strike and gaining an initial contract.

Union \$\$\$ Handlers

Bank Employees Go Teamsters; Causes Reaction in Bankers

Employees of the Granite Falls (Wash.) State Bank recently voted for representation by Teamster Local 38 headquartered in Everett, Wash., and the bank already has signed an agreement with the local union.

The unusual organizing success by Frank Donovan, secretary-treasurer of Local 38—coupled with a similar success in New Jersey by an AFL-CIO affiliate—has prompted the expected reaction in the banking community.

For the first time in its history, the American Bankers Assn., scheduled a seminar on union organization and how to block it. The title of one presentation by an "industrial relations authority" at the bankers' meeting was: "An Ounce of Prevention."

Ounces or pounds, it made no difference to the employees at the Granite Falls bank. They wanted something better than what they had

and that was what they got in their initial contract as Teamsters.

Donovan said that in addition to good wages, the agreement provided for the Teamster Health and Welfare Plan, the Teamster Dental Plan, and the Western Conference of Teamsters Pension Retirement Plan—all of which went into effect last Oct. 1.

The organizing victory reflects accurately theories advanced by observers in recent years that in financial institutions, new machines are making the employees feel more like industrial workers than specialists trusted with large sums of money.

● Brick and Clay

A heavy majority of production workers and truck drivers at Ashe Brick Co., manufacturer of brick and clay products in Van Wyck, S.C., voted for Teamster representation in

a recent National Labor Relations Board election.

W. C. Barbee, president of Teamster Local 71 in Charlotte, N.C., said 81 workers were eligible to ballot in the election petitioned jointly by the Teamsters and the United Brick and Clay Workers Union. The vote was 56 to 12 for Local 71.

Cooperative Bargains in Bad Faith

Farmers Co-operative Gin Assn., of Sulphur Springs, Tex., said the National Labor Relations Board in a recent decision upholding the trial examiner, violated the Act by bargaining in bad faith with Teamster Local 745 of Dallas, Tex., certified representative.

The Board said the employer's bad faith was evidenced by unilaterally granting merit pay increases and transferring employees to lesser paying jobs, as well as its position during negotiations on the subject of dues checkoff.

After finding that the employer did not bargain in good faith as required by the Act with respect to a proposed checkoff of dues, the examiner also noted that when the employees and the union struck in protest of company unfair labor practices, the latter included the checkoff issue as well as the other unfair labor practices.

At Lower Wages

Since the strike of Oct. 11, 1965, was caused by the employer's breach of bargaining duty, said the Board, it further violated the Act when it refused to reinstate the strikers after their unconditional request to return to work, and when it hired some of the strikers as new employees at lower wages.

Other violations by the employer included unlawfully interrogating employees about their union activity, threatening economic reprisals for such activity, and promising economic benefits to discourage union activity.

The Board ordered Farmers Co-operative Gin Assn., to cease the unlawful conduct, reinstate all strikers to their former jobs with backpay and interest with the exception of three men, and reinstate to their former positions the employees who were unilaterally transferred with backpay and interest.

Backpay Award



Improper layoff of Teamster Local 208 member Charles Corbitt (left) of Trojan Freight Lines resulted in an arbitration decision which netted him more than \$7,000 in backpay, highest backpay award in the Los Angeles local union's history. Ed Blackmarr, Local 208 secretary-treasurer, is shown congratulating Corbitt while John T. Williams, business representative, looks on. Williams carried the case through the Southern California Joint State Committee, the Joint Western Committee, and ultimately to arbitration.

Wire and Steel**Series of New Contracts Scores Big Gains for 3,300**

Substantial across-the-board wage increases were won by Teamster Local 810 last month in a series of contracts covering some 3,300 members in New York City.

Milton Silverman, president of Local 810, said some of the largest gains were won in the wire products and the steel warehouse industries by adhering to an industry-wide bargaining plan.

He said the agreement with the employer association in the wire industry covered 1,400 members in 28 shops in the Greater New York metropolitan area.

Fringe benefits added another dime to the total package as Good Friday was included as a paid holiday—making a total of 11 holidays—and provisions were included for pensions and a 5 per cent employer contribution to the health and welfare fund.

Silverman said a dozen other shops not belonging to the employer association but employing 400 workers signed for the same terms.

The steel warehouse contract covering 400 workers called for substantial wage hikes the first year and in the second and third years of a 3-year agreement. Fringe benefits were also substantially increased.

Other contracts negotiated, said Silverman, were at Freed Transformer Co., of Brooklyn, newly-organized with 300 workers; Detecto Scales, Inc., of Brooklyn with 400 employees, and Melnor, Inc., of Moonachie, N.J., with 400 workers.

Moving Firm Slapped For Illegal Firings

The National Labor Relations Board, sustaining the trial examiner, held recently that John Hansen Materials & House Moving, Inc., violated the Act by discharging its entire work force of nine employees to escape its obligation to bargain with Teamster

Local 36 of San Diego, Calif., bargaining representative for the workers for more than 10 years.

In so ruling, the Board noted:

"We agree that the discharges were grounded upon the union affiliation of the employees. That the discharges were so motivated is shown by the timing of the discharges with respect to (the company's) efforts to terminate its bargaining relationship with the union, by the absence of any other plausible explanation for the mass discharge, and by the various statements made to the discharged employees by respondent in discussions about their reinstatement."

Backpay and Interest

In regard to the offers of reinstatement, the Board also affirmed the examiner's finding that the employees had not received "a bona fide offer of reinstatement."

The company, accordingly, was ordered by the Board to cease the unlawful conduct, and to reinstate the discriminatees with backpay and interest.

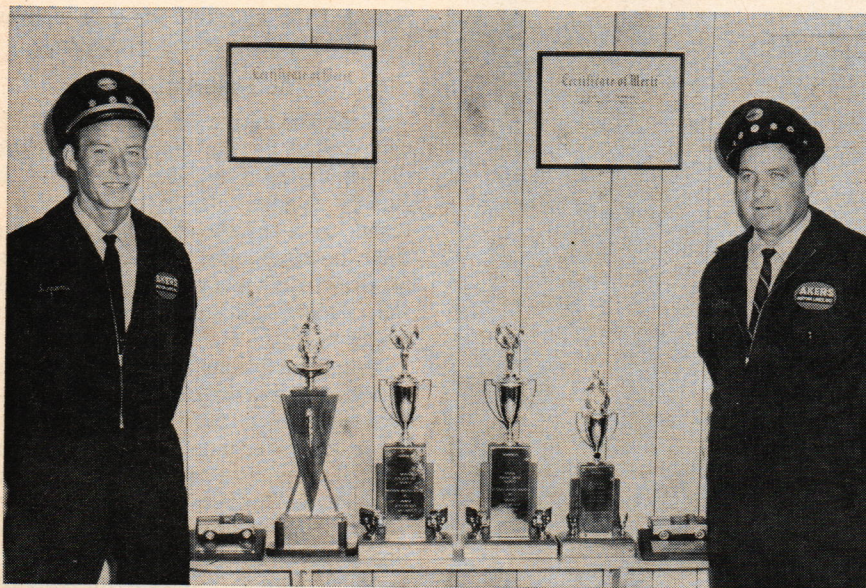
Cost-of-Living Index Triples Annual Rate

The Consumer Price Index maintained by the Bureau of Labor Statistics increased nearly half of 1 per cent in October, making the jump from a year ago 3.7 per cent or triple the 1.2 per cent annual rate that prevailed from the late 1950's until 2 years ago.

A companion BLS report dramatized the impact of the index on the household budget of wage earners by noting that factory workers' weekly pay bought 1 per cent less in October than a year ago despite a 4 per cent increase in hourly pay and longer hours.

Leading the increase in prices during October was transportation (new car prices) at an even 1 per cent. Medical costs and wearing apparel both went up 0.8 per cent, mortgage interest 0.7 per cent (11 per cent for the year so far), health and recreation 0.5 per cent, housing 0.4 per cent.

The only decrease was 0.2 per cent drop in grocery prices, but this was offset by higher restaurant tabs.

Southern Champs

Thomas E. Ingram (left) and Ned A. Knighton, both members of Teamster Local 528 in Atlanta, Ga., brought honors to the local union by virtue of roadeo championships at the Southern Regional Truck Roadeo in Chattanooga. Ingram won the 5-axle crown and went on to take second place in the national roadeo. Knighton captured the straight truck title at Chattanooga. Both drive for Akers Motor Lines, Inc. Ingram's wife Nell, incidentally, won the petticoat derby in both 1964 and 1966.

The Road Ahead

Election Results Show Need for Labor To Adopt Bipartisan Legislative Role

ORGANIZED LABOR, which found the going tough enough in the 89th Congress, faces an even more difficult legislative row to hoe in the 90th which will convene in January.

Perhaps the most important result of the GOP gains in the House of Representatives will be the realignment of the House Labor Committee which will see two of labor's friends bumped off when the GOP gain is proportioned among the committees.

Phil Burton, Democrat of California, and Patsy Mink, Democrat of Hawaii, both friends of labor, will be the victims of GOP gains and will probably lose their seats on the House Labor Committee where such important labor issues as repeal of Section 14(b) (although it failed in the Senate), the Mine Safety Bill, and the Minimum Wage improvements received their legislative sendoff.

That fact of life is coupled with the additional fact that the reactionary GOP-Dixiecrat coalition has been reestablished in the House.

Freshmen Defeated

Too, of the 45 freshman democrats who voted for repeal of Section 14(b), Taft-Hartley's compulsory open shop provision, 21 were defeated November 8th.

The tabulation of GOP gains is a net of 47 new seats in the House of Representatives, 3 in the U. S. Senate, 8 new governorships and control of many state legislatures.

It is against such a background that Teamsters and organized labor in general are analyzing the legislative threats which will abound in the 90th Congress.

Not to be forgotten is the Morse-Javits resolution which followed on the heels of the Machinists strike against some of the major airlines last year. That resolution calls for the Secretary of Labor to come up with a proposal for anti-strike legislation early in the 90th session of Congress.

That resolution was a straw in the wind for organized labor even before the recent election when so many of

labor's friends went down the drain. It was an omen of things to come when reactionaries in the Senate were joined by many liberals in the resolution.

The crude fact that the first session of the 90th Congress will not take place during an election year is enough to give labor serious cause for thought.

Because legislators do not have to face the voters this year, many predict that one strike of national proportions will provide the impetus for anti-strike legislation to rob the working man and woman of their one weapon in the profit and dividend spiral and against the high cost of living in today's market place.

The Morse resolution, which resulted from the Machinists strike, could have had the effect of compulsory arbitration which would strip collective bargaining of its freedom and effectiveness.

Labor's dilemma is further com-

pounded by the split in its own house, with the giant AFL-CIO pursuing a course of legislative and political gamesmanship from the ivory towers, far removed from the rank and file from whom the votes must come to elect friends of labor.

This is contrasted to Teamster bipartisan approach which follows an independent course charted to a proper priority for the issues.

Teamsters, through their legislative and political arm—DRIVE—support the broad general social welfare issues as citizens.

However, as trade unionists, Teamsters look at union security issues with top priority. As DRIVE Director Sidney Zagri says: "This is why we are here."

Zagri further comments:

"Organized labor, with its heavy leaning toward the Democratic Party, has more often than not given the Republican Party no place to go but

Elected to Assembly



Mathew Ruoppolo (right), president of Teamster Local 443 in New Haven, Conn., shown here with New Haven Mayor Richard C. Lee, was elected to the Connecticut legislature as a representative of the 108th district. Ruoppolo has been a member of Local 443 since its inception in 1933, and through the years has served on numerous civic and government committees.

into the anti-labor camp. Labor historically judges a Congress on its overall performance on all legislation—social welfare included—and even though labor might have had GOP support on strictly labor issues, it blackballs the GOP because of the overall legislative score sheet.

“Trade union tally sheets should give heavier weight to trade union issues, than the broad social welfare issues over which GOP congressmen must many times cross party lines to support.

“By drawing such a party line, the GOP, which might be with us on strictly labor union security issues, is left to declare: ‘What’s the use?’”

Currently, there is no program in organized labor comparable to the Teamster DRIVE program, with its bi-partisan approach and with its grass-roots theme through motorcades which brings rank-and-file members and their wives to Washington for a face-to-face confrontation with the men and women in Congress who do the legislating.

The ivory tower, legislative gamemanship of the AFL-CIO is an alba-

trous around the legislative neck of organized labor, one which draws a strict party line over which GOP members of Congress find it difficult to cross even though they would like to help with a union security measure.

No one is foolish enough to label the 89th Congress a Utopia for organized labor’s legislative wishes. The score sheet shows that labor’s victories were few and far between.

Now with the elections behind us, and with the Democratic majority whittled down to a slim edge, organized labor cannot afford to blindly draw sharp party lines, as it has historically done.

Bi-partisan Base

It should be remembered that Davis-Bacon on prevailing wages came from a Republican administration. Also, it was Republican President Eisenhower who recommended repeal of common situs picketing restrictions on construction sites.

From a bi-partisan base, labor would alienate less Congressmen and Senators who might help labor with its legislative goals if only given an opportunity to do so.

RTW'ers Launching Campaign

The National Right-to-Work Committee, dedicated to destroying the union shop, has announced plans for a new campaign to establish so-called “right-to-work” laws in every state.

Nineteen states now have such laws as permitted under Section 14(b) of the Taft-Hartley Act.

Besides planning to push in Congress for “federal laws to restrict compulsory unionism,” the National Right-to-Work Committee says it will commence drives in California, New York, Illinois, Pennsylvania, New Mexico, Montana, Idaho, Missouri, Delaware, and Massachusetts.

Since 1958, the labor movement has successfully fought right-to-work drives in various states, but lost the big fight on 14(b) in the latest session of Congress.

Elected



Paul LaRosa, a member of Teamster Local 559 in Hartford, Conn., was elected to represent the 4th Assembly District of Hartford in the Connecticut legislature. LaRosa has been active in Central Labor Union affairs and has served on numerous committees.

Yeomen Work

National DRIVE Plugs Hard For Friends in Recent Election

National DRIVE was a workhorse during the recently completed Congressional elections, concentrating its efforts to help Democratic freshman congressmen who voted for repeal of Section 14(b) of Taft-Hartley, and Republican congressmen who faced difficulty in reelection for their support of labor in the 89th congress.

More than 300,000 brochures for the individual congressmen were prepared and distributed to Teamster members in 58 congressional districts.

Reporting on this pioneering political action technique, DRIVE Director Sidney Zagri stated:

“In some cases the brochures were so well received that other labor groups had them duplicated to distribute to their members.”

Included in the work of distributing the brochures was the compilation of zip codes by congressional districts. This technique will be com-

pleted for all 435 congressional districts in time for the election in 1968.

When completed, the zip code breakdown will give DRIVE the most comprehensive breakdown by congressional district of any labor organization in the country.

The work of DRIVE and the brochures were enthusiastically received by the congressmen. For example, Congressman Thomas M. Pelly declared:

“Needless to say, I am most pleased with the brochure which was sent to your members in my Congressional District, and I feel that it was directly responsible for the size of my vote in the past election.”

Of the congressmen supported through the brochure and zip code program, all 18 Republicans were reelected and 24 of the Democratic freshmen survived the off-year comeback by Republicans in their districts.

Grassroots Renewal

DRIVE Motorcades Scheduled Again To Bring Teamsters to Washington, D.C.

DRIVE Motorcades, which have been called the most effective grass roots lobbying job in Washington, will begin again starting March 5, 1967, and continue through August, 1967, according to an announcement by Teamster General President James R. Hoffa.

This will mark the sixth year that DRIVE, the political and legislative arm of the Teamsters, has brought Teamster wives to Washington to communicate directly with Congressmen and Senators.

This year, motorcades are expected from 48 of the 50 states, and it is hoped that they will include delegations from the West Coast for the first time.

Since the DRIVE motorcade began, more than 15,000 Teamster wives have come to the nation's capital by bus and plane to discuss legislation of particular interest to them as wives of Teamster breadwinners.

Program Hailed

The DRIVE program has been acclaimed in Washington by many high officials.

President Lyndon B. Johnson, when vice president, called DRIVE motorcades an "effective demonstration of grass roots citizen participation."

Vice President Hubert Humphrey has called the motorcades "the most effective lobbying job on Capitol Hill in recent years."

Congressman Willis (D-La.), chairman of subcommittee of House Judiciary Committee declared:

"Zagri brought the ultimate to Washington—the atomic bomb, the Teamster wife."

The effectiveness of the DRIVE Motorcades as the instrument for putting across the legislative viewpoint of Teamsters as trade unionists was endorsed as an annual event by the unanimous vote of the delegates to the recent convention of the International Brotherhood of Teamsters.

The busy agenda for wives participating in DRIVE motorcades will include:

1. Briefing on key legislative issues prior to and for one day after their arrival in Washington.



President Lyndon B. Johnson, when serving as vice president, received DRIVE motorcade ladies in his office and was high in his praise for the job the women did while in Washington, D.C., on motorcades.

2. Meetings with members of the House and Senate by congressional and state delegations.

3. Report-back sessions at which congressmen are judged on their response to questions put by the Teamster wives. This 'Scoring Banquet' has been one of the most publicized parts of the DRIVE motorcades, often times with the wives giving frank and open reports with the subject Congressman or Senator in attendance.

4. A wrap-up program which outlines follow-up at home when the Teamster wives return from the motorcade, a program which aims at keeping alive their line of communications with congressmen through letter writing and political action at the grass roots.

Social activity is a part of the Washington motorcades. The ladies take a special tour of the White House and other historical sites in the nation's capital, luncheon and dinner engagements with Congressmen and

Senators, and other sight-seeing attractions.

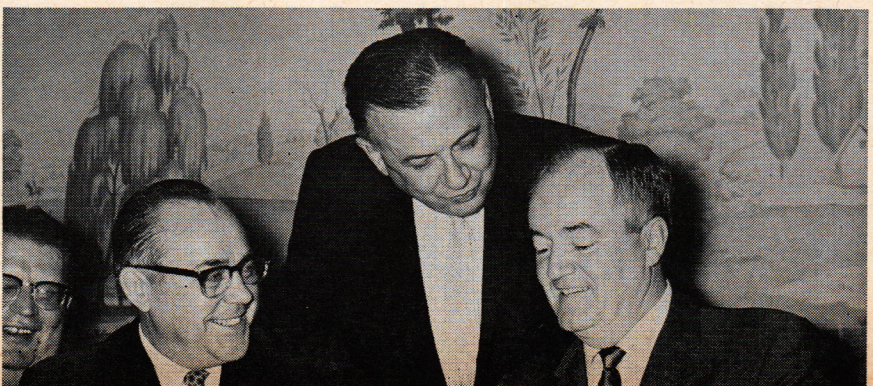
Approximately 3,000 Teamster wives are expected to be a part of the Motorcades beginning in March, and a major aspect of their trips to Washington will be to become acquainted with newly elected members of the House and the Senate.

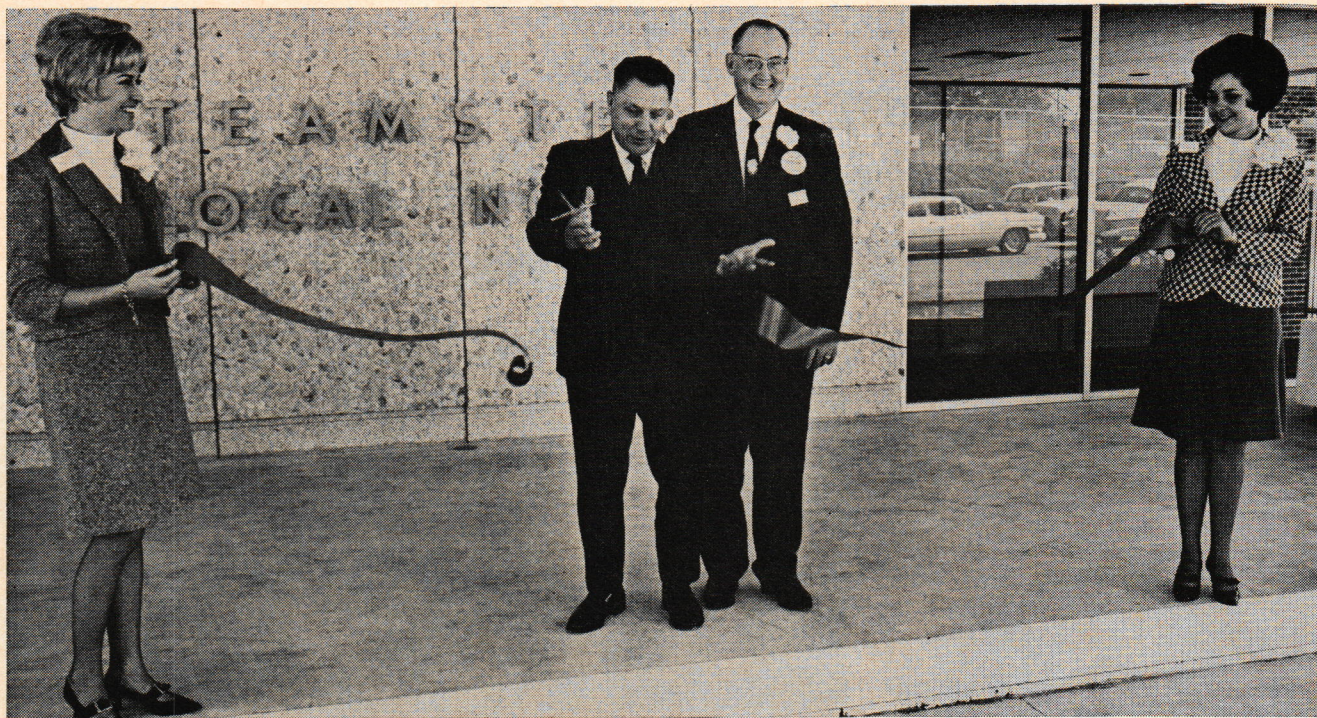
DRIVE motorcades will be planned jointly with joint council leadership and with National DRIVE Director Sidney Zagri.

Details of the difficult task of arranging for the motorcades will fall to DRIVE Staffer Rita Morrissey, who has been working the past year in the field on membership campaigns which have successfully brought thousands of Teamsters into the DRIVE program.

It is through her field work that Mrs. Morrissey has become acquainted with many of the women who will make up the upcoming motorcades.

Vice President Hubert H. Humphrey, a frequent guest at motorcade banquets, has called the motorcades the "most effective lobbying job being done on capitol hill."





General President James R. Hoffa snips the ribbon officially opening Teamster Local 878's new building as Odell Smith,

president of the local union, looks on proudly with pretty members of his staff.

In Arkansas

Hoffa Helps Dedicate New Local Union Hall

ONE of General President James R. Hoffa's most pleasant duties is to join in the dedication of new Teamsters Union buildings around the country as affiliates come of age and are able to leave rental locations or old structures and move into new, union-owned headquarters custom-made to the membership's needs.

Typical of these occasions was the recent dedication of Teamster Local 878's new \$500,000 building in Little Rock, Ark.

Hoffa was the main speaker for the

event and at the request of Odell Smith, president of the local union, cut the ribbon that symbolically opened the new headquarters.

Hundreds of Local 878 members jammed the building for the occasion and many of them brought their families.

It was a proud day for the membership because the building, their own, represented both a success and acceptance of their efforts in the Arkansas community. They enjoyed the

same feeling that the memberships in scores of other communities have felt in years past—that they had arrived in style and would never leave but continue to grow and improve the wages, hours and working conditions of still more working people in the future.

Local President Smith spoke along with other local union luminaries, but the speaker of the hour was Hoffa and he reminded the membership of the value of their sacrifices of the past and the challenges of the future.

Enjoying a luncheon at the dedication of Teamster Local 878's new building in Little Rock, Ark., are General President Hoffa, Local President Odell Smith, and business representatives and members of the local union.

Standing in the huge throng of members and their families attending the dedication of the new union hall are retirees of Local 878. It was their pioneering membership that ultimately led to the proud day of dedication.



Central Conference

Business Representatives Attend Industrial Workshop at College

Fifteen Teamsters Union business representatives attended a week-long Central Conference of Teamsters Industrial Workshop at the University of Wisconsin in November to learn

agents who handle industrial companies. Their training was intensive with manuals and illustrative material supplied to each participant. Certificates were granted at the conclusion



Attending a Central Conference of Teamsters Industrial Workshop for business representatives were (left to right): Front row—Abdul Wajihallah of Pakistan; Earl Drange, Dave Salmon, William Suggs, Red Smith, Ray Alderton, Dave Hayes, and Ed Flasch; Back row—Instructor Tony Sinicropi, Jim Pace, Robert Anderson, Harry Kress, Lenard Grimmer, Orville Stahl, Ray Hamilton, James Jesinski, Shirley Green, Jerry McNeal, Harry Peters, and Instructor George Hagglund. Another instructor, Norris Tebbitts, was not present for the photo.

how better to cope with problems facing them in the field.

Objectives of the workshop, according to David Salmon, Central Conference research director were:

—To make agents aware of the pitfalls of job evaluation and incentive systems and how to avoid them.

—If saddled with such systems, to provide tools and techniques to offset the employer objectives and to protect the industrial workers.

—To show that job evaluation and incentive plans are not really scientific, and that knowledge of these systems and the terms that are used can help the union to win its cases.

In a report to General President James R. Hoffa, chairman of the Central Conference, Salmon said that in his opinion the workshop accomplished all its objectives.

The registered delegates, with one exception, were all Teamster business

of the workshop.

Salmon said the business representatives taking part were:

Lenard Grimmer of Local 43 in Racine, Wis.; Shirley Green of Local 135 in Indianapolis, Ind.; James Jesinski of Local 200 in Milwaukee; Orville Stahl of Local 364 in South Bend, Ind.; Robert Anderson of Local 406 in Grand Rapids, Mich.; Jim Pace and Red Smith of Local 688 in St. Louis, Mo.; Ray Hamilton, David Hayes, and Harry Peters of Local 743 in Chicago, Ill.; Ray Alderton, Harry Kress, and William Suggs of Local 838 in Kansas City, Mo.; Ed Flasch and Jerry McNeal of Local 970 in Minneapolis, Minn.

Earl Drange, chairman of the Central Conference of Teamsters Industrial Division, also attended.

Abdul Wajihallah, assistant director of labor for Pakistan, was the guest for one session of the workshop.

Truck Total Increases 700,000

There were 14,790,437 trucks of all descriptions registered in the United States at the end of 1965. The total was 700,000 higher than at the end of 1964.

Productivity Shows Drop From 1965

Non-farm output per man-hour has posted only a 0.6 per cent increase from the end of 1965, and is even down slightly in the third quarter from the beginning of 1966, according to the U.S. Bureau of Labor Statistics.

What makes the figures startling is the fact that the productivity increased between 2.1 per cent and 4.6 per cent annually in the years from 1961 through 1965.

Trouble in 1967

Some economists believe the slowdown heralds a time of economic trouble during 1967. Third-quarter productivity has dropped below the first-quarter level only twice before since World War II, and in both cases the dip was followed by a recession.

Congratulations

Clyde Crosby, IBT general organizer, recently installed Joseph M. Edgar, of Portland, Oregon, Teamster Local 162, as President of Joint Council No. 37. Crosby is shown here, left, offering his congratulations to Edgar, who replaces the late E. S. Benjamin as Council leader.



The Pinch

Tight Money Puts the Brakes On Truck Purchasing Boom

Whenever a trucking company puts a new tractor on the road, either a new driver goes to work or a presently employed driver is taken out of obsolete equipment and put into a safer cab.

However, the present tight money policy foisted upon the American public by the Federal Reserve Board (a board upon which the general public has no representatives) has put a damper on what was expected to be a record year for the building of new trucks.

Auto manufacturers, in fact, had looked to the production and sales of trucks to take up the slack in the cutback in new car production. What had been expected to be a five-year boom in the production of trucks, however, has begun to fade as truckers take a new look at the cost of financing the equipment which costs several thousand dollars per unit.

Six months ago, reports the *Wall Street Journal*, "eager purchasers were groaning about half-year delays in getting their orders filled, plants

were operating full-tilt, and prospects for record sales seemed undimmed through much of 1967. Now some customers are reducing or deferring orders, production has been trimmed back at at least one plant and some of the glow has gone out of truck sales forecasts."

The *Wall Street Journal* attributes the brake on the truck boom to several factors—reduced government spending on trucks for the military, suspension of the 7 per cent investment tax credit, the inability of truckers to get freight rates increased, a slump in the homebuilding industry, and, as might be expected, the business newspaper lists "labor uncertainties."

Yet, even the *Wall Street Journal* discounts the upcoming negotiations with the Teamsters for a national freight agreement renewal. Says the *Journal*: "The most important inhibitor however, is tight money."

Freight Rates

The cost of financing truck purchases through conventional lending sources has climbed right along with other interest costs. Truckers say the lowest rate they can get is now 6 per cent, and some are being asked to pay up to 11 per cent. Faced with these charges, many have decided to defer truck purchases which would mean Teamster jobs until the cost of borrowing money drops.

Also involved with tight money in the slow-down in new truck purchases is the inability of truckers to get permission from the Interstate Commerce Commission to raise freight rates.

"Literally hundreds of trucking companies have asked the ICC for rate increases recently, and they have been rejected," says William Bresnahan, managing director of the American Trucking Association.

The whiplash effect of tight money is demonstrated in yet another way. Orders for medium and light duty trucks are expected to move downward with the home building industry in the throes of a depression because of the shortage of reasonably priced mortgage money.

● M.D.'s Bonanza

The American Medical Assn., reversed its long opposition to Medicare recently by voting "to promote constructive legislation improving existing governmental health plans."

New Housing Starts Hit Low Under Tight Money Policy

Tight money has driven new housing starts to a 20-year low, according to the National Association of Homebuilders.

The last time housing starts were as low as they are now was at the end of World War II. At that time, housing starts dropped to an annual rate of 957,000, the first time in many years that they were below the 1 million mark.

Figures recently released show that during the month of October, 1966, housing starts dropped to only 80,000 private units for an annual rate of 848,000, or well below the more than a million unit rate that is more nearly normal. The October rate a year ago actually was 1,411,000.

The drop in homebuilding began last spring, not long after the Federal Reserve Bank touched off today's "tight money" market by increasing the bank discount rate—an increase which touched off higher interest rates all along the line.

The building and loan industry was hit especially hard because people with money to invest have been attracted to the higher interest rates offered by commercial banks and even by the government.

The effect has been hard felt by the building and construction trades which have repeatedly warned that the construction industry is being "maneuvered into a depression" by the current tight money policy and has further warned that other industries are also being sucked into the same downward current.

Trade unionists are also pointing out that it is ridiculous to talk about construction of schools, highways, sewers, hospitals, clinics and then make their construction impossible because of the high cost of inflated money.

There is expected to be strong pressure by trade unionists on the 90th Congress to give leadership in solving the tight money problem. Specifically, efforts will be made to get the Banking and Currency Committees in both the House and the Senate to seek methods "to correct inequities in our monetary program which are now uncontrolled by the representatives of the people."

Even though the present "tight money" situation was kicked off by action of the Federal Reserve Board, the general public is not represented on the board which is dominated by the country's banking interests for whom high interest rates mean huge profits.

Not to Blame

Cost of Transporting Food Remains Constant Since 1957

Almost everyone involved in the process of getting food on the American dinner table has come in for blame for the high cost of meat and potatoes in the family budget.

But figures just released by the American Trucking Association show that transportation of food from farm to processor to wholesaler to retailer is not to blame for today's high cost of food.

In almost every instance, today's food calls for more transportation service than the old, plain food or

staple. It is generally moved several times more from farm to table than formerly, and sometimes at zero or below temperatures.

It uses products in packaging and printing which also involve transportation, and it requires far longer transport mileage than in the old days when we drew on the immediate area for our food supplies.

How much has transportation's share of the food dollar gone up since 1957?

The answer is that it hasn't gone up at all. It is holding constant in the face of higher frequency of use, of greater mileage, of far greater volume of protected perishables.

In the face of every good reason for escalation, the cost of transportation has gone up not at all in relation to other marketing costs, the ATA says.

In fact, in several cases it has gone down, both relatively and absolutely.

The trucking industry, which transports more than 75 per cent of all the food we consume, is still hauling its freight at about, or just a bit above, the rates it was charging 10 and 15 years ago, according to the U.S. Department of Agriculture.

From the Department's "Marketing and Transportation Situation Report," of August, 1966, comes this statement.

"The bill for hauling farm-originated food products by trucks and railroads represented about 10 per cent of the total bill in 1964, the same percentage as in 1955. Data for 1965 are not available. Most, or all, of the increase in this component of the marketing bill since 1958 has resulted from growth in the volume of products marketed."

Asking Workers About Union Illegal

Ador Corp., of Fullerton, Calif., violated the Act, said the National Labor Relations Board in a recent decision by unlawfully interrogating employees about their activity for Teamster Local 235 of Orange, Calif.

Other violations by the company

which manufactures aluminum doors and windows, said the Board in sustaining the trial examiner's findings, included threats to sell the operation to discourage union membership, also requesting employees to withdraw their authorization cards from the local union.

The Board said Ador was further guilty of discharging Edward Nesnick for union activity. The employer had contended that Nesnick was discharged for refusing to ride double, and that such an order was not unreasonable because (1) the company had long considered adopting such a practice, and (2) riding double did not result in a substantial loss of pay.

Rejecting their defense, the Board said:

"We find no merit in this contention and agree . . . that riding double was a voluntary practice adopted by some of the drivers for their mutual assistance. Further, an order which requires employees to accept a 50 per cent cut in pay, or to work twice the hours previously worked to earn the same pay, on pain of being discharged, cannot be considered reasonable."

The Board concluded that the trial examiner, in view of Nesnick's known leadership in union activities, "correctly found that Ador's asserted reason for the discharge was pretextual."

The company was ordered to cease the unlawful conduct, and to reinstate Nesnick with backpay and interest.

Fee Gimmick Struck Down In Georgia

A gimmick to undermine union activities, a requirement that organizers must be licensed, received a significant setback recently in Carrollton, Georgia.

A city judge slapped down a licensing ordinance and dismissed charges against two organizers. The case centered on alleged violations of a city ordinance first enacted in 1954. It set a licensing fee of \$350 per fiscal year for all union agents, promoters or organizers attempting to solicit membership for any labor organization.

Attorneys for the organizers argued such restraint violated 1st and 4th Amendment rights of the U.S. Constitution.

A Greenspun Book

When a man writes a book and that man has led such crusades as one against the late Sen. Joseph McCarthy, matched invectives with Westbrook Pegler, defended Jimmy Hoffa against a national press vendetta, lost his citizenship for smuggling arms to Israel and then received a presidential pardon, the book has to be good reading.

Such a man is Hank Greenspun, publisher of the Las Vegas (Nevada) Sun, and the book is called "Where I Stand."

"Where I Stand" is the name of his column which appears regularly on the front page of his newspaper. The subtitle of the book, "A Record of a Reckless Man," is the theme of his colorful life.

Of special interest to Teamster members is the story of how Greenspun defended Teamster Union President James R. Hoffa against an unwarranted and completely biased attack by the press.

Newspapers 10 years ago were on a campaign of vilification of Hoffa, and the book brings it out very clearly. Every member of the Teamsters Union would be interested in reading of the harassment and unfair treatment their president has received at the hands of the press.

"Where I Stand," by Hank Greenspun with Alex Pelle, is 304 pages, published by McKay, and sells for \$5.50 per copy.

In Detroit

General Vice President Fitzsimmons Receives Boys' Towns of Italy Award

Teamster General Vice President Frank E. Fitzsimmons, of Detroit, recently was awarded the 1966 Michelangelo Award by Boys' Towns of Italy, for his contributions to the welfare of children generally, and for service to Boys' Towns of Italy.

Fitzsimmons has a reputation in Detroit for his work on behalf of orphans, under-privileged and needy children. During the past five years, he has been most active in the Michigan Chapter of Boys' Towns of Italy. He was cited at the recent awards dinner for "giving generously of his time, and for the solicitation of funds for the further development of this (Boys' Towns of Italy) praiseworthy project."

Each year the nominating commission of the Michelangelo Award meets in Rome to nominate the person or persons who will receive the award. The award may be granted annually to not more than 10 people throughout the world.

The Michelangelo Award is conferred upon such persons, the rules state: "Of upright life, without distinction of race, nationality, social condition or religion, who have contributed in a truly outstanding fashion

to the welfare of children, and have also rendered notable service to the cause of the Boys' Towns of Italy; who have in effect, manifested by their love for children and by their dedicated service, their faith in the Universal Fatherhood of God, whereby all men are brothers."

Present with Fitzsimmons at the presentation ceremonies was his wife, Patricia.

Union Firings Held Illegal

Affirming the findings of the trial examiner, the National Labor Relations Board held recently that Barrett & Lesh, Inc., doing business as Produce Wholesale Co., violated the Act by discharging three employees because of their activity on behalf of Teamster Local 959 in Anchorage, Alaska.

The company contended that Charles Harlan was discharged for "agitating" Dennis Goodwin, that Goodwin was discharged for "complaining about such agitation," and

that Leonard Thistle was discharged for committing "various errors" in filling orders.

The examiner concluded, however, that these reasons were pretexts, and that the firings were motivated by anti-union considerations.

Accordingly, the Board ordered the employer to cease the unlawful conduct, and to reinstate the discriminatees with backpay and interest.

NLRB Rules Against Company

In a recent decision, the National Labor Relations Board agreed with the trial examiner that Bilyeu Motor Corp., of Springfield, Mo., violated the Act by unlawfully interrogating employees about their activity for Teamster Local 245 in that city, and by threatening employees with economic reprisals for such activity.

The company was also guilty of discriminatorially discharging James Fetterhoff. The examiner concluded that Fetterhoff was discharged for union activity, and that the reason advanced by the employer for the discharge was a pretext.

The Board also agreed with that part of the examiner's recommended order requiring the employer to cease the unlawful conduct, and reinstate Fetterhoff with backpay and interest.

Responsibility

With regard to the compliance notice, however, the Board stated:

"We are of the opinion . . . that the policies of the Act will best be effectuated if the notice which respondent is required to sign and post, and which informs the employees of their rights, how those rights were violated, and by what process they have been upheld, is expressed in simple and readily understandable language. . . .

"Furthermore, since the record discloses that Bill Bilyeu, respondent's president and general manager, is in fact the sole owner of Bilyeu Motor Corp., and the only person to decide upon and effectuate company policies, and was in fact the person responsible for the unlawful discharge of employee Fetterhoff, we think that the effect of his unfair labor practice conduct will best be dispelled if he is required . . . to sign the notice as president and sole owner or respondent."



Frank E. Fitzsimmons, Teamster general vice president, is shown at a recent presentation where he received the 1966 Michelangelo Award by Boys' Towns of Italy. The award was made in Detroit. From left to right, Janet Garry, U.S. representative for Boys' Towns of Italy; Fitzsimmons; Mrs. Fitzsimmons; and Rt. Rev. Msgr. Angelo Trivisonno who made the presentation.

Still Tops

Single-Union Election Wins Reflect Teamster Organizing

Nearly 200 single-union representation election victories—including more than a half-dozen large industrial plant wins—kept the Teamsters Union ahead of the field last September.

National Labor Relations Board statistics revealed that affiliates of the International Brotherhood of Teamsters took part in 180 single-union elections—nearly 30 per cent of the total of 620 such ballots—during September.

The IBT won 112 of the elections for an average of 62.2 per cent. Altogether, the Teamster victories represented more than 30 per cent of the 366 single-union elections won by all unions combined.

Some 16,659 workers were eligible to vote in the more than 600 single-union elections and 2,530—or more than 15 per cent—chose Teamster representation.

Eight of the nine largest wins in terms of numbers of workers involved were in industrial production and maintenance, according to the NLRB charts.

In Colorado

The most impressive Teamster single-union election win in September was at the Western Canning Co., in La Junta, Colo., where, of 220 workers eligible to ballot, 166 voted for the Teamsters and only 23 against.

At the King City Tomato plant in King City, Calif., 83 of 99 workers casting ballots voted in favor of the IBT. The collective bargaining unit has 140 workers.

Also in King City, workers at Meyers Tomatoes went Teamster by a count of 56 to 10. That unit has 72 workers.

A vast majority of the 136 workers at Flintkote Co., in Watertown, Mass., went Teamster in a ballot count of 88 to 29.

Already reported in earlier issues of *The International Teamster* but deserving to be repeated were single-union election wins at Peoples Gas System in North Miami, Fla., with a ballot count of 86 to 18, and at Jos. Schlitz Brewing Co., in Longview, Tex., where a unanimous ballot was cast as 110 of 113 eligible voters went Teamster.

By almost a 10-to-1 majority, warehousemen at the Rose Warehouse Co., in Memphis, Tenn., went Teamster. The ballot tally was 59 to 6 as 68 were eligible to vote.

Inroads in the southland were made at Gainesville, Ga., where a large majority of the 63 workers at Northern Freight voted Teamster. The score was 40 to 7.

King of the Road

Teamster's Quick Thinking Saves Two at Wreck Scene

Roy L. Jackson, a member of Teamster Local 528 in Atlanta, Ga., made a big contribution to the saving of the lives of two women pinned in a passenger car wreck recently.

Jackson, a driver for Mead Packaging of Atlanta, was making his run from Atlanta to Birmingham, Ala., when a late model passenger car with the two women in it passed him on a curvy section of highway near Oxford, Ala.

A half-mile later, Jackson came upon the accident scene. Nineteen year's driving experience was enough for Jackson to size up the situation immediately. The car apparently had failed to make a curve, gone out of control, and flipped over several times.

And in Santa Ana, Calif., the IBT won a close vote, 27 to 26 at the Sanitary Laundry as all but 4 of the eligible voters cast ballots.

Jorgensen Named to Civic Post

Jack J. Jorgensen, president of Teamster Joint Council 32 in Minneapolis and also secretary-treasurer of Teamster Local 359, recently was named to fill an unexpired term as a board director of the Minneapolis Civic Orchestra.

The doors of the car were thrown open and the women, having been tossed out, were pinned beneath the auto.

Two other motorists had stopped at the accident scene and were trying unsuccessfully to lift the car off the injured women. Jackson and a fourth motorist halted. Together, the four men lifted the car enough so that the women could be pulled from beneath the vehicle.

Jackson immediately hailed a passing car and asked the driver to get an ambulance. After the unconscious women were taken off toward a hospital, Jackson gathered up their belongings and delivered them to the state police.



Roy L. Jackson, a member of Teamster Local 528 in Atlanta, Ga., recently aided in saving the lives of two women injured in a one-car accident in Alabama.

Union Action

Teamster Local Turns Table On Hopes of Runaway Plant

(The following story is taken from the *Indiana Teamster*, which is published monthly by the Indiana Conference of Teamsters.)

EVANSVILLE, IND.—Marvel Industries, Inc., had a contract with the United Automobile Workers at its plant in Sturgis, Mich.

The rates were pretty good. Perhaps too good in the company's view. They closed up and ran down to Greenville, Ky., where they had every confidence that the support of the Chamber of Commerce and various professional groups would assist them in operating at cheap wages, low taxes, and no interference from a union.

To the horror of company officials, employees in the tiny town of Greenville were no more satisfied with starvation wages than are employees in any other city in any other state of the country.

They sought out Business Agents Kenneth Skaggs and James Foster of Teamster Local 215 in Evansville. At a meeting with the employees, a majority signed union cards. On May 31st, Local 215 President Clifford Arden demanded of the company recognition of the union and an opportunity to bargain.

Immediately upon receipt of the union's demand, the company called its employees to a meeting and a spokesman told them, in no uncertain terms, what he thought of the union and that he had no respect for the National Labor Relations Board.

He also let them know that he could be a "rough" guy with a union in the picture, and a lot more in similar vein.

At another company meeting about 2 weeks later, the employees were again told that there would be no union in that plant. Threats to dis-

charge union adherents were boldly made.

The company was not alone in its campaign. The Chamber of Commerce moved to the support of the company in its coercive tactics.

A local attorney and the manager of a loan company suggested to one union signer that he might have a hard time making the payments on his home and his furniture.

Another employee was contacted by the officers of the utilities in the town and warned that the plant would move out if the union came in.

A large group of Chamber of Commerce people paraded through the plant in an open show of force, apparently intended to frighten the employees.

The company followed all this up with a series of discharges which, over a period of a few weeks, amounted to 10.

Coercive Activity

During this period, even the banking officials in Greenville told employees that union adherents were going to be fired. This was followed up by sponsorship of an anti-union petition, also with the apparent blessing of company officials.

In the face of this wide-spread coercive activity, Local 215 filed unfair labor practice charges with the NLRB. The Cincinnati office of the Board quickly investigated and found full support of the charges.

The company agreed to make good on the union's charges. It immediately put 10 employees back to work with backpay amounting to more than \$4,000.

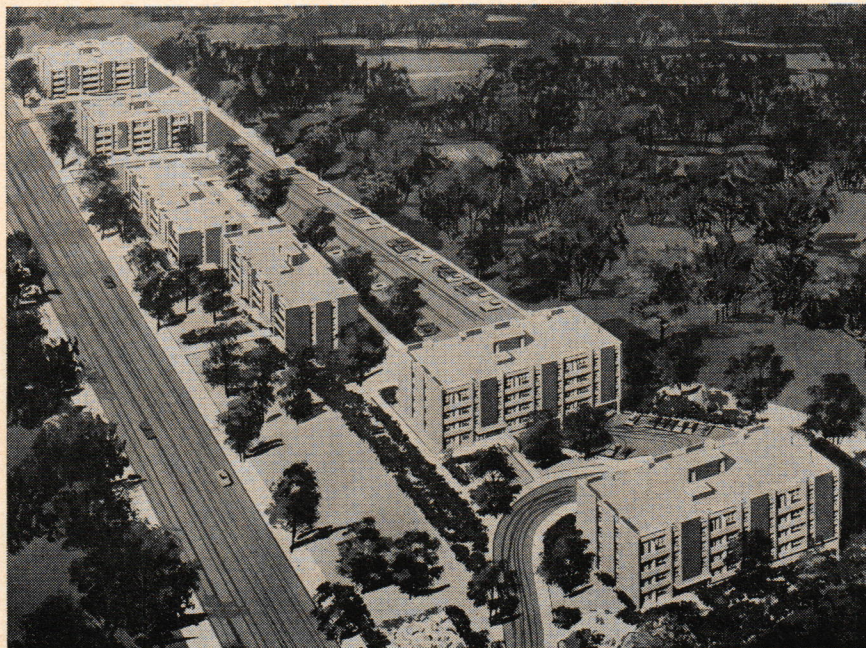
2-1 Majority

The union went to an election on the original payroll list. Replacements for the fired union employees were not entitled to vote. The union won hands down by almost a 2-to-1 majority.

President Arden of Local 215 was particularly pleased with the result because the employees in the small Kentucky town gave a demonstration of rapid and complete support of the union and their rights under the law.

After the smoke cleared, Arden expressed the hope that the merchants in Greenville will realize that the union is out to do some good for the people—which in turn will bring more money coursing through the financial veins of the merchants themselves.

Teamster Program



Shown here is the architect's drawing of an FHA-financed middle-income housing program sponsored by Teamster Local 317 of Syracuse, N.Y. The complex will consist of 6 buildings including 201 apartments with 1, 2, and 3 bedrooms. The multi-million-dollar project will have a recreation area for children and will provide plenty of parking space. The project is scheduled to be completed in September of next year and be ready for immediate occupancy, according to Paul Gambacorto, secretary-treasurer of Local 317.

Injury Reduction

Brewery Drivers Set Standards In Driver Improvement Program

TEAMSTERS are always in the forefront of any program to achieve goals leading to the safety and welfare for the membership and the public.

Typical of this view was the recent Teamster participation in safety sessions of the New York State Wholesale Beer Distributors convention held in October. Playing prominent roles at the meeting were Alfred P. Dunne, president of Brewery Delivery Employees Local 46 in New York City, and Timothy Griffin, director of the Eastern Conference of Teamsters Beer and Soft Drink Division.

Safer driving techniques and better handling of materials were the chief topics of discussion on the agenda as a Driver Improvement Program was presented under the auspices of the U.S. Brewers Assn.

Techniques used by the F. & M. Schaefer Brewing Co., with the cooperation of Teamsters Union members implementing the Smith System in its Driver Improvement Program were explained to the convention.

Injury Reduction

Most important, Schaefer's report after 18 months of experience with the program showed a 30 per cent reduction in the number of personal injuries among its delivery drivers.

The backbone and success of the program depends upon specially trained Teamster drivers who impart their skills to Brother Teamsters without any obligation or requirement to report to management on the competence or status of the men under training.

The principle of the program is that the safety-trained drivers possess the basic skills for their jobs and are better equipped to perform their work with credit to themselves, their local union, the company, and the community.

In recognition of the pioneering safety work done by the initial four Teamsters who were the first "trainers" of other union drivers, the U.S. Brewers Assn., awarded them the "Brewing Industry Safety Award of the Year." The honor went to Paul Di Gasero, Al Hartman, John

O'Malley and Emil Haug—all members of Teamster Local 46.

Local 46 President Dunne addressed the safety session on the union's attitude toward the pilot safe-driving program. He stressed that the union desired to cooperate with the company and support any program leading to enlightened and objective safety approaches to help drivers.

Dunne said the union was concerned about the number of vehicular accidents and personal injuries which result in an inability to work, reduced the income of the member, and inflicted hardships on families of injured members.

"Financial aid must be given in many instances, and often our supply of dollars is not sufficient to do all we would like to do," said Dunne in reference to injured drivers.

Dunne continued:

"We also recognize the fact that companies do keep records, and that repeated accidents by any employee will eventually build up to severe penalty or even to possible discharge. It is far better for us if a program can be formulated to eliminate or reduce such cases."

Ideas for driver-training had often been "kicked around" with management representatives through the years, said Dunne, "but we were unable to come up with any program which would do the job to our mutual satisfaction."

He said that when Elmer Sidden, director of industrial relations, approached Local 46 with Schaefer's present program, "we held meetings with the membership and discussed all the pros and cons of the proposal as it would affect the members."

The membership finally agreed that if such a program was objectively set up, that it might work. Dunne added:

"We liked the idea of drivers teaching drivers—they talk the same language. We knew no driver would feel he would be unjustly 'put on the spot' by another driver, and we knew the Schaefer people were honest and sincere when they assured us the program was designed to help everyone."

Enthused

Dunne said that the local union watched the formulation of the program from its beginning and "we became more enthused as it progressed."

The local union had another interest. Dunne explained: "We knew that if the program was successful at Schaefer it would spread to other companies, and our jobs would be that much easier. It would also be easier on our pocketbooks."

Same Goal

As a result of the 18-month record of 30 per cent reduction in personal injuries among the Teamsters driving for Schaefer, said Dunne, "our relationship with management has improved in this area because we are jointly working toward the same goal."

He said also that communications had improved between the company and the men with a resultant better understanding of the other fellow's problems.

Receiving the "Brewing Industry Safety Award of the Year" recently were these members of Teamster Local 46 of New York City (left to right): Paul Di Gasero, Al Hartman, John O'Malley and Emil Haug.



Ultimate Defense**Workers' Right to Strike Called Basic by Clergyman**

The right to strike was called a "basic right" recently by Msgr. George G. Higgins, director of the Social Action Department of the National Catholic Welfare Conference.

Msgr. Higgins pointed out that the Vatican II Council, in its "Pastoral Constitution on the Church in the Modern World," said:

"Even in present-day circumstances, the strike can still be a necessary, though ultimate means for the defense of the workers' own rights and the fulfillment of their just demands."

The social action director for the Catholic bishops of the United States reported that some members of the Vatican Council saw no reason to talk about the right to strike, since "everyone accepts that as a right." He added:

"But I think the council was wise to re-emphasize this right in spite of the objections. We know, even in our own country where labor is well-organized and where conditions are generally good, that the right to strike

is frowned upon in many segments of American life and, in effect, is almost denied."

There is a tendency even in "certain generally progressive circles," he said, to assume that "almost every strike is an emergency strike and that, therefore, some kind of government intervention is called for to regulate its exercise."

Msgr. Higgins declared:

"It seems to me that this is going much too far. I wouldn't deny that we have had national emergencies which called for some kind of government intervention, but I personally did not see the airlines strike as that kind of emergency. I didn't see the newspaper strike in New York as that kind of an emergency."

"And I think we ought to be very careful in our definition of national emergency. Otherwise, in an interrelated society such as ours, in the name of or under the heading of 'national emergency,' we could rule out the right to strike almost completely."

New Fringe Gain

General President James R. Hoffa congratulates Leo DaLesio (second from left), secretary-treasurer of Teamster Local 311 in Baltimore, Md., upon adding vision care and dental benefits to the local union's health and welfare program. Looking on are Dr. Arthur Dorman (left), and Alfred M. Bell, administrator for Local 311's health and welfare fund.

He continued:

"Every time a group of citizens is inconvenienced, someone will say, 'Well, it's an emergency,' and therefore the government has to step in. If we go down that road very far, we are going to end with no right to strike."

The public attitude toward unions might be improved, said Msgr. Higgins, if the press reported on labor-management problems "in a somewhat more positive way so as to create a public opinion in favor of collective bargaining as the normal means of settling industrial disputes."

Boss Wrong In Strike Says NLRB

Jaycox Sanitary Service of Garden Grove and Anaheim, Calif., violated the Act, said the National Labor Relations Board recently, by refusing to recognize and bargain with Teamster Local 396 of Los Angeles, Calif., the majority representative.

In its ruling upholding the trial examiner, the Board noted that the company's refusal to bargain was made "to gain time within which to undermine the union," and also that the refusal to bargain converted a strike which began April 5, 1965, into an unfair labor practice strike.

Other violations by Jaycox, said the Board, included:

—Unilaterally granting wage increases and changing routes after the strike.

—Forcing employees, as a condition of returning to work, to sign a paper revoking their designation of the union as bargaining agent.

—Rescinding bonuses and vacation pay which the employees had earned prior to the strike.

—Discriminatorily refusing to reinstate Paul Infante after his unconditional application to return to work.

—Threatening economic reprisals for union activity.

—Unlawfully interrogating employees about such activity.

Accordingly, Jaycox was ordered to cease the unlawful conduct; to bargain with Teamster Local 396 upon request; to reinstate Infante with back-pay and interest, and to reinstitute the system of bonuses and vacation pay, and reimburse employees for losses.

● Court Sets Milk Price

A precedent has now been set in which a court of law has determined the price of food in the marketplace.

This occurred recently in Denver after a supermarket chain attempted to sell milk at 39 cents a half gallon. A local dairy which delivers at retail prices got a temporary injunction against the food chain, the action being brought under the Colorado fair-trade law which prohibits selling at retail below cost.

The supermarket argued that the 39-cent price did not violate the law because the milk purchased from a wholesale dairy cost 38.9855 cents a half gallon. The other side claimed the 39-cent retail price did not include the cost of distribution and display.

The court agreed with the dairy and set the minimum retail price at 48 cents a half gallon.

● Computer Horizon

The number of computer installations will climb from the present 35,000 to 85,000 by 1975, according to International Business Machines, the nation's biggest computer maker.

The Department of Labor, meanwhile, estimates that 75,000 new jobs will have opened up during 1966 for computer programmers. Furthermore, by 1970, 220,000 people will be directly involved in programming functions.

● The Tight Money Squeeze

Building Trades Unions across the nation have estimated that the present tight money policy which has caused a sharp decrease in home building, means a loss in manufacturing, shipping, and the use of 7.6 million gallons of paint, nearly 1.9 billion bricks, 4.8 million doors, 10 million electrical outlets, and 624,000 water closets.

● Voiceless Consumer

Mrs. Esther Peterson, President Johnson's special assistant for consumer affairs, says the time is ripe for the rise of a national organization to serve as the voice of the consumer.

"One of the ironies of our society today," said Mrs. Peterson, "is that the poor do pay more for what they buy than their well-to-do neighbors."

She explained: "Considered by many to be bad risks for loans and lacking the cash to pay for things they need, the poor must often rely on unscrupulous merchants and loan sharks. This is one way the vicious cycle of poverty is perpetuated."

● Labor and Jobs

"The fact of the matter is that no other large scale institution in the country pushes for a full-employment policy to the degree that the labor movement does.

"It may not push hard enough; it doesn't always push in the right way, but it does push, it has a commitment to the idea of full employment. This makes it the largest single force against poverty in the country."—Tom Kahn in *New America*, Sept. 12, 1966.

● 'Judicare' Foreseen

"Judicare," a legal version of Medicare, will be available throughout the country in 10 years, according to a prediction by the executive director of the Wisconsin Bar Assn.

Philip S. Halberman, speaking in Boston recently on the subject of "socialized law," predicted the emergence of a system similar to that operated experimentally now by the Office of Economic Opportunity, in which bills for legal services to persons in low-income brackets are paid by federal and local funds.

He said the criteria for free legal help would be economic status rather than age.

● Polygraph Decline

The Pentagon is cutting back on the use of the polygraph to give so-called "lie detector" tests, according to a report from the House Committee on Government Operations.

The committee said the Pentagon conducted 14,978 polygraph tests in the year ending June 30, 1963—the year Congress began looking into lie-detector usage by the government. The number was lopped to less than half—6,294—in fiscal 1966 which ended last June 30.

However, the committee noted, the Pentagon still permits the every day use of polygraphs for pre-employment screening—an area which hardly can be characterized as falling within the definition of serious national security cases.

● Interest Rates

By raising interest rates just before Christmas a year ago, the Federal Reserve Board "unbalanced everybody's budget, from that of the housewife to that of the federal government," said Rep. Wright Patman (D-Tex.) recently.

He continued: "Just imagine the outcry if any labor union had demanded a 37½ per cent increase in wages, or if any industry had hiked its prices 37½ per cent. But under our present monetary system, the money lenders are exempt from most of the rules of the society—including wage-price guidelines."

● Automation Forecast

A European economist has predicted that some workers in automated industries will get annual 4-month vacations within the next two decades.

Dr. Ottino Caracciolo Di Fortino, an executive of the Organization for European Economic Cooperation, said he foresaw reduction in the number of weeks worked per year rather than the number of hours worked per week as a result of automation.

"It is not too far-fetched," he said, "to foresee some highly automated enterprises employing three shifts of workers who actually work only three months and vacation for four weeks, with two shifts working at any given time."

● Food Prices in 1967

Retail food prices in 1967 are expected to average higher than in 1966 but the increase, says the Agriculture Department, will be somewhere between the normal 1½ per cent and this year's 4½ per cent.

While the food prices were zooming to record highs at the market this year, wholesale prices went up 7 per cent and prices received by farmers for all commodities went up 9 per cent.

● Wealth Habits

There are an estimated 209,000 families in the United States that have assets of \$500,000 or more.

According to a survey by the Federal Reserve Board and the Census Bureau ("Financial Characteristics of Consumers"), these rich put a good 50 per cent of their wealth into investments such as stocks, bonds, and real estate—a favorite "bank" being tax-exempt state and local bonds.

The same survey disclosed that a family with less than \$1,000 of wealth (equity in home, car, business, savings, etc.) has 48 per cent of its wealth in the family car.

● Mobile Workers

An estimated 6,000 workers may be eligible for federal financial help this fiscal year under an experimental "labor mobility demonstration program" to move jobless people to jobs in labor-short areas.

Through the Labor Department program, which is financed under the Manpower Development and Training Act, an unemployed worker with no expectation of finding a job in his home area can get either a grant or a loan to help him and his family to move to a new job elsewhere.

This method of tackling the unemployment problem has been practiced successfully in Sweden for years.

● Cost Consensus

The Commerce Department reportedly is toying around with the idea of conducting a census of distribution to compile average costs for transportation and advertising, and direct selling costs per dollar of shipment value.

Proposing the idea was a group of 60 marketing men from corporations and universities anxious to prove that price reductions in the marketplace of the future will come more from slicing advertising and distribution costs than cost of production.

● Fair Employment

Among the revelations in a recent federally-sponsored study on fair employment was the finding that unions and employers alike believe unions have no influence on hiring or promotion of minority-group members.

The \$165,000 study was prepared for the Equal Employment Opportunity Commission by Wayne State University in Detroit.

One of the many conclusions reached was that state and local fair-employment commissions have done little to eliminate discrimination in employment—mostly because they are preoccupied with handling current complaints and have no time to combat discrimination before it occurs.

● Familiar Echo

All the troubles and confusion besetting the proposed merger of the National and American football leagues is due to the fact that professional football doesn't have any men with trade union experience, according to Rep. Emanuel Celler (D-N.Y.).

"The club owners are poor labor negotiators," said the congressman recently, "so they are asking Congress to rescue them from their own ineptitude and folly."

● Before and After RTW

Now that the National Right-to-Work Committee is in the process of whipping up new campaigns in 10 states where union shop-busting laws are not on the books, it might be well to remember what happened in the State of Iowa.

In 1948—before "right-to-work"—the Iowa citizen's per capita income was \$171 above the national average. In 1965—after 17 years of "right-to-work"—Iowa citizens were \$129 below the national average.

● Taxes and Incentives

Greater tax on increased earning is not deterrent to Americans seeking higher incomes, according to a recent survey by the Brookings Institution.

A study of 976 Americans earning \$10,000 or more a year found that 7 of every 8 such breadwinners answering a questionnaire said they did not curtail work because of taxes.

The conclusion was that probably less than 5 per cent of potential output is lost because of tax discouragement.

WHAT'S NEW?

Member Patents Safety Device

Epoxy Sealer for Leaking Drums

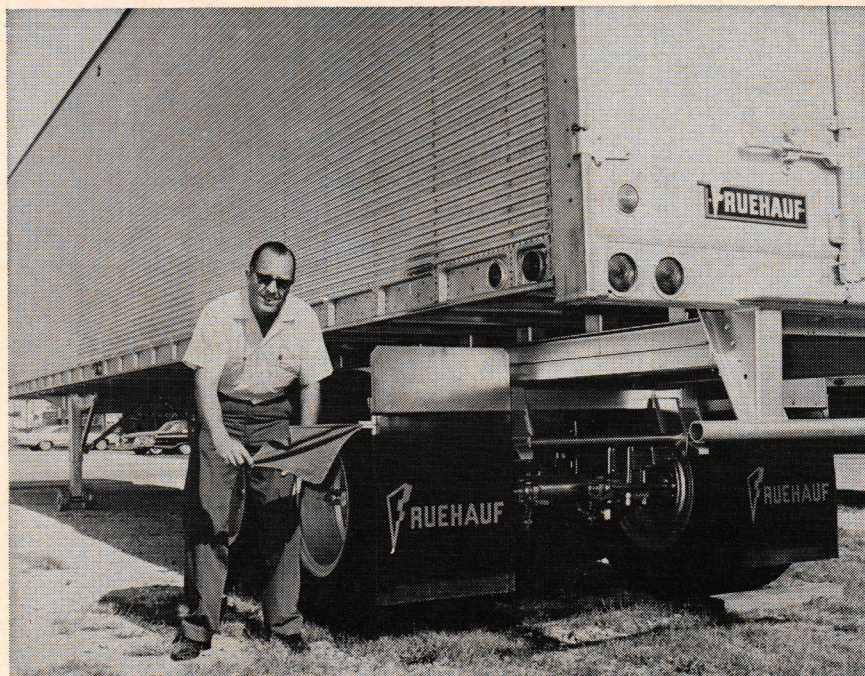
An aluminum-filled epoxy resin compound is recommended as a sealer for quick, on-the-spot leaks that develop in drums in transit. The repaired drums can then be shipped to their destination without loss of contents or damage to other cargo. Among the advantages cited for the epoxy sealer are that it adheres to most metals, withstands shock and resists gasoline, oil, alkalis and most acids. For one-for-one mixing by either weight or volume, the sealer is furnished in self-metering tubes and sets at room temperature.

Fiberglass Fenders For All Truck Models

A trucking manufacturer is offering a line of fiberglass fenders designed to fit any size or make of truck. One model measures 26 inches wide to cover 11.00 and 22 duals. It is claimed that the fiberglass fender is able to withstand above-normal stress due to new methods employed in production that result in greater strength and fatigue resistance.

Pneumatic Lift For Heavy Equipment

Designed for truck and bus operations as well as heavy contracting and road equipment is a pneumatic lift with 135 psi air pressure that can lift 12,000 pounds. Among its features are a double safety latch super honed, twin, heavy-duty tanks; two-stage double-action valve and gauge that gives psi required to lift load plus reading the load being lifted. A special adapter is available to lift vehicles with extra-long overhang or where obstructions prohibit normal lifting. Wheelmounted, the unit has a shipping weight of approximately 1000 lbs.



We illustrate this month a member's newly-patented invention developed especially to give added safety to truckers in emergencies.

Carl Monk, Louisville, Ky., Local 89 member and driver for Dealers Transport Company, Louisville, recently received patent #3,262,414 for "Means to hold safety devices".

The Safety-Clip will hold an emergency flag securely in high winds during daylight hours and a 20 min-

ute fusee (flare) at night. The Safety-Clip is snapped to top of left rear mud flap where it is nearer eye-level and easier seen by other vehicles.

The flags mounted on flip-up reflector stands on the ground are usually blown over by the winds of passing trucks and busses.

Any Teamster member can obtain a Safety-Clip by sending \$1.50 cash or money order to Safety-Clip, Box 21199, Louisville, Kentucky.

Portable Lubricating System on Truck

Clean grease under 1750-psi pressure is delivered by a portable lubricating system that is powered by the vehicle's 12-volt system or independent battery. A switch provides for changing pressure needs and low power draw (under 20 amp) doesn't affect battery life. Available for 5-, 16- and 55-gal drums, the unit attaches to the original lubricant container.

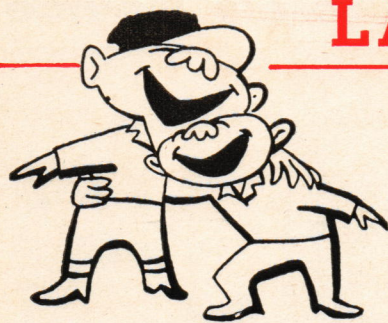
Battery Tester for All 12-V Batteries

A double-load battery tester is designed for all 12-v batteries including hard-top construction. While testing, it simulates the current load of the starter. The heavy-duty frame is hinged to accommodate any battery terminal from 3 inches to 12 inches

and the 3½-inch three-color dial has three voltage scales that correspond to amp-hr ratings on all 12-v batteries.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

Night and Day

It was Anthony's first ride on a railway train, and the succession of wonders reduced him to a state of hysterical astonishment.

The train rounded a slight bend and, with a shriek of its whistle, plunged into a tunnel.

Suddenly the train rushed into broad daylight again, and his voice was lifted in wonder.

"It's tomorrow!" he exclaimed.

Not in Those Days

Little Bobbie, aged four, seeing a full-length picture of his grandmother for the first time—"But, mother, didn't grandma have any legs?"

Matter of Figures

"Why in the world did you ever write a policy on a man 98 years old?" asked the indignant insurance inspector.

"Well," explained the new agent, "I looked in the census report and found there were only a few people of that age who die each year."

Directions

Swain (in late hours)—"How can I ever leave you?"

Tired Father (poking his head around the door)—"Bus No. 30, train No. 9 or any taxicab!"

Getaway

As two small boys stared at an abstract painting in a modern art exhibit, one whispered to the other, "Let's get out of here before they say we did it."

But He's Not

"Helen is two-thirds married to Bob."

"Really?"

"Yes; she's ready and willing and the preacher is able."

Motor Still Running

Two sweet young things watching the Greyhound bus TV advertisement were enchanted with the driver.

Said one to the other after the commercial: "All out, everybody! And leave the driver to us."

A Dirty Dig

Frosh—"I was out with a nurse last night."

Co-ed—"Cheer up. Maybe your mother will let you go out without one sometime."

Stern Punishment

A wise judge, noted for his modern views, was sentencing the defendant.

"I'm going to give you the maximum punishment," he said. "I'm not going to put you in our nice, comfortable jail. I'm going to let you go free and worry about taxes, politics, high prices and then atom bombs—just like the rest of us."

Moon Flight

Mother—"Mary, what are you doing out there?"

Mary—"I'm looking at the moon, mother."

Mother—"Well, tell the moon to go home, and come in off that porch. It's half-past eleven."

A Judgment

"Do you know the motive in that Russian composition they are playing?"

"By the sound I should judge it was revenge."

Fully Qualified

Manager—"Are you sure you are qualified to lead a rock-'n roll band?"

Applicant—"Absolutely. I've had two nervous breakdowns, was shell-shocked in the service, and I live in an apartment above a family with twelve noisy children."

Solution

"All right," the inspector said, "you're going down this steep grade when the brakes go out. The truck is sailing along about 70 miles per hour. Right in front of you is a farmer on a tractor pulling a load of hay, and there is heavy traffic coming toward you in the other lane. Not only that, but the ditches are too steep to run off the road. What do you do?"

"I'd wake up Harvey."

Asked to explain, the license applicant said:

"Harvey's my co-driver. So I'd wake him up because he's never really seen a big accident."

He's Skeptical

Math Professor: "Now, if I lay three eggs here and five eggs here, how many eggs will I have?"

Student (with a questioning glance): "I don't believe you can do it, sir."

Nail on the Head

Mother (to small son)—"Now Johnnie, you can't have the hammer to play with. You'll hit your fingers."

Johnnie—"No I won't Mummie. Doris is going to hold the nails."

He Knows

Mother (teaching her son arithmetic)—"Now take the Smith family—there's mummy, daddy, and the baby. How many does that make?"

Bright Son—"Two and one to carry."

FIFTY YEARS AGO

in Our Magazine



Vol. XIII

(From the December, 1916, issue of the TEAMSTER)

Number 12

Bishop Hanna Praises Labor's Achievements

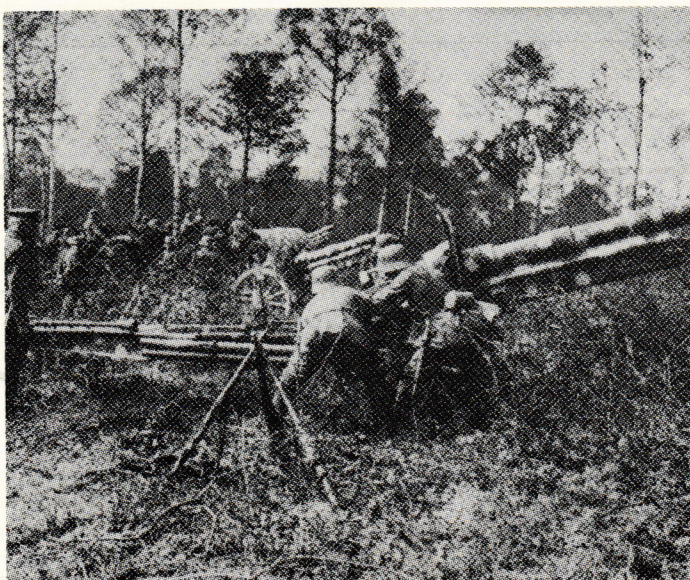
(Although the below address of Bishop Hanna was delivered this past Labor Day at Golden Gate Park, San Francisco, we think it appropriate to reprint excerpts for our edification during this Christmas season, 1916.)

The following address was delivered at Golden Gate Park, San Francisco, by Archbishop Hanna, on Last Labor Day:

"We gather here to celebrate labor's great achievements, to proclaim our loyalty to labor's cause, and to pronounce our fealty to the great and high principles that have sustained the trades unions in their effort to make better and more dignified the toilers' condition. Compare, if you will, the workingman's condition today and fifty years ago, and in the light of the comparison learn labor's mighty contest, labor's mighty victory. How different the relations of master and man now, and then! How different the dignity of labor itself! How different the conditions under which men now earn their livelihood! How vastly different the reward for toil! How different the self-reliance men have, because of mutual combination! And, above all things, how different the possibilities of advance for the toilers and their children, how different the energy that has come of hope!

"These are labor's triumphs, and in large measure these victories are due to unions more than to naught else. If there were only these things, then this magnificent outpouring of men who toil would be indeed justified, and labor's day sacred among the days of the year.

"But you have come hither not only to celebrate your great conquests, but to proclaim your loyalty to the principles which underlie labor's cause and have led to labor's victory. The first of these principles is the inborn right of men to organize for mutual assistance and mutual protection, when such union offends no law human or divine.



Secret weapon introduced by Germans early in European war was heavy guns like these shown being used to shell Belgian fortifications.

For Business Agents Tobin Urges Bonding

It would not be a bad idea for local unions to have their business agents bonded, especially the business agents who collect moneys on the street for the local union. It is not compulsory to do this. The constitution does not require it, but it would not be a bad idea. It would help to keep the weakling straight. It would not cost much—only \$2.50 per year for a bond of \$500.00, and that would be sufficient; but it would be a check on the business agent who is inclined to be a little bit sporty. Once in a while we find a fellow like that in our organization, because we are like many other great institutions, and out of every fifty thousand members we may find three or four who are inclined to do wrong once in a while. The great bulk of our business agents are fine, decent, straight, honorable fellows but occasionally we hear of a fellow who is spending more money than his salary allows him to, and this kind of a fellow, if covered by

U.S. SELLS WAR HORSES

Approximately 225,000 war horses have been sold here since the war began. The total sum paid for the horses is about \$40,000,000. About 7,000 mules have been sold for a total of \$995,000. The Italian government has recently made a contract for 3,000 horses, to be filled in thirty days. British, French and Belgian buyers and agents for the United States army are taking a total of 2,000 horses a week.

a bond from a reputable bonding company to the extent of \$500.00, may be kept straight by means of this bond. Nearly all great financial institutions have every person in their employ under bond. Labor organizations are business and financial institutions, and should do the same thing. Any man who is honest will not object to being bonded; in fact, the average man is glad to have this condition exist.

Open Shop Clause Basically Unjust

The demand for organization and collective action was never more prevalent than today nor its necessity more keenly felt. Under present conditions the worker must at all times be up and ready to go, as he has no assurance that his conditions are secure, and the employer is on the anxious seat, not knowing what moment a demand will be made upon him, a condition that does not lend itself to sanity, clear thinking, or tolerance for the other's viewpoint from either side.

The open shop, even if the union man is not discriminated against, if the principle of collective bargaining is denied, is in the last analysis an anti-union shop, because in the absence of such provision the employer dictates absolutely the conditions as to who shall work, where they shall work, how they shall work, when they shall work, and under what conditions and for what wages—the very antithesis of freedom (even of contract).

It is evident that even at its best only a form of benevolent despotism can exist under such conditions. It may be argued that "the latchstring always hangs out for our employees and an audience may be had at any time with the manager to adjust a wrong." But it is a noticeable fact that where the latchstring "hangs" out, the employee who may take advantage of the privilege (if any of them are so foolish) is usually "hung." He generally receives a notice that the company will not need his services after this date, as it feels that as he is dissatisfied with his employment it would not be congenial for his fellow employees to have him around.

As for the justice of it, every tyrant in history had specified days upon which his faithful subjects might have audience with him and present their wrongs. They went with their hats in their hands to have their grievances rectified, but justice was never granted on the merits of the complaint.



*Beautiful
but
Dangerous ...*



**Please Drive Carefully
This Holiday Season**

